12-71

171

1944. **File No.** 5881/36 VI

B CLASS P. W. DEPARTMENT

E BRANCH

Subject:— Scheme for the regulation of labour wages and labour supply and establishment of labour Committees in connection there with.

B[K] 1944

V

File No. 5881/36 VI

E-Br.

Std. Sectt. Slip 24-A

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 5881/36 VI

P. W. DEPT.

E. BRANCH.

References :—

Copies of pages of file No. B(M) ~~1114~~ are kept in this file.

Date.	To whom sent.	Notes and instructions.

Minutes of the preliminary meeting held in the Secretariat, Bombay, on Tuesday the 11th April 1944, to discuss the establishment of a Provincial Labour Supply Committee on the lines indicated in paragraph 14 of the Annexure to the Government of India Labour Department letter No.L.R.-90 dated the 13thm January 1944.

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Present.

1. Mr. C.H.Bristow, C.I.E., I.C.S.,
   Adviser (Home)- Chairman,
2. Lt. Col.P.S.Whitehead, A.A.& Q.M.G., Head Quarters 108 L. of C. Area.
3. Col. A.E. Armitage, R.E., Deputy Chief Engineer, 108 L. of C.Area,
4. Major W.K.Barnes, B.A., Q.M.G.Head Quarters, 107 L.of C. Area,
5. Mr. P.J.Hanly, I.S.E., Superintending Engineer, Central Public Works Department,
6. Mr. W.H.E.Garrod, I.S.E., Chief Engineer and Secretary to Government, Bombay, Public Works Department.
7. Mr. S. V. Joshi, B.A. (Cantab), Commissioner of Labour.
8. Rao Saheb J.V.Muzumdar, B.A. - Secretary.

- - - - - -

(1) It was decided that the Provincial Labour Supply Committee unde paragraph 14 of the Annexurete the Government of India, Labour Department Letter No.L.R.91 dated the 13th January 1944, should consist of the following:-

Chairman - The Adviser to His Excellency the Governor (Home),
Commissioner of Labour,
Chief Engineer and Secretary to Government,
Public Works Department (Road and Buildings),
[illegible],
Chairman , National Service Labour Tribunal,
A.A. & Q.M.G.(Col. Whitehead H.Q. 108 L. of C. Area,
Representative (Q.B.107 L. of C. Area (Major W.K.Barnes),
Dy. Chief Engineer, (Col. A.E.Armitage, R.E.) 108L. of C.Area,
Representative of Railways.
Col.R.B.Emerson, R.E.,
General Manager, G.I.P.Railway,
Dr. H.J.Nichols, D.Sc.,
General Manager, B.B.& C.I.Railway) to be consulted.

Assistant Director of Recruiting or his representative, Superintending Engineer, Central P.W.D. (Mr. P.J.Hanly, ISE), Representative of the Western India Building Association. (Others to be appointed later).

(2) Duties.

The duties of the Committee as laid down in paragraph 14 of the Annexure were discussed seriatim:-

(i) This was decided to be left overfor the present.

(ii) The Secretary to take this up at once.

(iii) As in (i) Supra.

(iv) This should wait.

(v) Conditions of service are already laid down in the M.E.S.

for the Central P. W. D.

The Secretary should collect information from other Bodies, such as the Port Trust and the Railways as to the conditions laid down by them.

(vi) Secretary should collect the figures (Note: D.A.Q.M.G. Poona has some)

(vii) This does not yet apply.

(viii) The Secretary should take this up at once.

(ix) This applies only to 'Surplus' areas and so, is not applicable.

(x) This is not yet necessary.

Statistics. It was decided that in view of the long term objects of the Committee, statistics for unskilled labour should be collected for the whole Province and not only from "Controlled"areas.

The Secretary should obtain figures from the Executive Engineers (P.W.D.) and from the D.A. Q.M.C. Poona for the areas where he has already set up District Committees. The information is to be collected in form A attached to the Annexure.

The Secretary should obtain from the Executive Engineers, lists of the Employers of unskilled labour and ask the necessary information from them and later, check the figures while on tour.

As regards Regional Committees(Vide Paragraph 14-(B) of Annexure), as 107 (L. of C.Area has already set up District Committees, these should be adapted to the present Scheme.

In 108 L. of C.Area, the Committees should be set up in -

(a) Bombay City,
(b) Bombay Subirban District,
(c) Kalyan .

The follwwing officers should be asked to suggest the composition of the Committees:-

Bombay City - A.A. & Q.M.G.and the Collector of Bombay.

Bombay Suburban District. (The Collector and the Administrative Commandant.
Kalyan (The Collector of Thana.
(The Commandant Transit Camp
(The Superintendent, Ordnance Factory.

The Definition of Unskilled Labour should be given on every form calling for statistics.

The definition is :-

"Unskilled labour includes all coolies (skilled and un-unskilled), porters, watchmen etc., it does not include Tradesmen, Apprentices of mates."

A.....

A note should also be sent, saying that if payment is made not to individuals but by 'Toli', this should be stated and the total payment and the number of the Toli or gang given.

Note:- While submitting the statistics now called for, employers of unskilled labour are requested to communicate to the Secretary, Provincial Labour Supply Committee, the number of persons to be retrenched whenever they are required to reduce the number of unskilled workers employed by them. This would enable the Committee to estimate the number of workers likely to be available to meet the requirements of other employers.

Note:- The minimum number of unskilled labour of which statistics should be collected should be ± 100.

No. L.S.C.I.
Office of the Secretary, Provincial Labour
Supply Committee,
Bombay, 21st April 1944.

Copy forwarded, with compliments, to -

Lt.Col.P.S.Whitehead, A.A. & Q.M.G., Head Quarters 108

Col. A.E.Armitage, R.E.,Deputy Chief Engineer,
108 L. of C. Area,
Major W.K.Barnes, D.A., Q.M.G. Head Quarters,
107 L. of C. Area,
Mr. P.J.Hanly, I.S.E., Superintending Engineer,
Control P.W.D.,
Mr. W.H.E.Garrod, I.S.E.,Chief Engineer and
Secretary to Government, Bombay P.W.D.

Mr. S.V. Joshi, L.A. (Cantab), Commissioner of Labour.

for information.

2. The penultimate note at the end of the minutes was adopted by the Chairman at the suggestion of the Commissioner of Labour; while the last one regarding the 'minimum' number of unskilled labour of which statistics should be collected was approved on the recommendation of Lt. Col.P.S.Whitehead, A.A.& Q.M.G.,Head Quarters 108 L.of C. Area.

Sd/-
Secretary,
Provincial Labour Supply Committee,
Bombay.

Copy also forwarded to the Political and Services Department for information.

Copy of a letter from the Government of India, Department, of Labour, No.L.R.91, dated the 17th April 1944.

- - - - - - - - - - - -

Subject:- Unskilled Labour Supply.

I am to refer to para. 14(a) of the Annexure to this Department's letter No.L.R.91 dated 13th January 1944 in which it has been laid down as one of the duties of the Provincial Labour Supply Committees that they should advise Provincial Governments on the rates of pay to be paid to different classes of unskilled labour in the Province.

I am to request that when in pursuance of the advice of the Provincial Labour Supply Committee on this point, the Provincial Government introduce standard rates of wages, it* laid down by them refer comprehensively to dearness allowance and any other allowances or connected financial or other benefits.

*may be ensured rates of the wa unskilled labo

* * * * * * * * * * * *

No.7889/34E.
Political and Services Department.
Bombay Castle, 27th April 1944.

Forwarded with compliments to :
the Secretary,
Provincial Labour Supply Committee, Bombay,
the Public Works Department,
for information and guidance.

By order of the Governor of Bombay,
Sd/-
For Chief Secretary to the Government of Bombay,
Political and Services Department.

IMMEDIATE.

No. L S. C.
P -1
Office of Secretary, Provincial Labour Supply, Committee,
C/O Political and Services Department,
Bombay Castle, 20th May 1944.

From
Rao Saheb J.V.Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To
All Executive Engineers of Divisions.,

Sir,

In accordance with the scheme propounded by the Government of India with a view to coordinate the use of unskilled labour throughout India, it has been decided that a Provincial Labour Supply Committee should be set up in this Province under the chairmanship of the Adviser (Home) to His Excellency the Governor of Bombay.

2. In the first meeting of this Committee held in the Secretariat on the 11th April 1944 it was directed that monthly statistics for unskilled labour should be collected in the accompanying form A for the whole Province of Bombay. In order to prevent overlapping, the information has to be collected by districts and the figures are to be for

(1) Military Works,
(2) Railways,
(3) All other employment.

3. I am accordingly to request you to forward a list of the Employers of unskilled labour (with their addresses) who are operating within your jurisdiction to enable this office to call for similar statistics from them. This list, may please be forwarded immediately.

Yours obedient servant,
Sd/-
Secretary, Provincial Labour Supply Committee, Bombay.

Secretary, Provincial Labour Supply Committee,

Bombay.

Copy forwarded with compliments to -

the Secretary to the Government of Bombay,

Public Works Department.

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the Superintending Engineer, Northern Circle,
the Superintending Engineer, Central Circle,
the Superintending Engineer, Deccan Irrigation Circle,
the Superintending Engineer, Southern Circle,

for information.

E. B. II P. W. D.

Submitted for information.

Record.

Id/-
27-5-44. I am not

Clear.

No. L.S.C.23
Office of the Secretary, Provincial Labour Supply Committee, C/o Political & Services Department, Secretariat, Bombay.
29th May 1944.

From:

Rao Saheb J.V.Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To

The Executive Engineer,
Nasik Division.

Sir,

I have the honour to refer to your letter No1 3369 dated 23-5-44 regarding Employers of (unskilled) labour in your Division and to enquire whether the labour employed by you and your --- Sub-Divisional Officers is departmental labour or is supplied by Contractors. If the latter, the names and addresses of the Contractor may please be supplied in cases the labour employed by them individually numbers 100 or more labourers. Vide Note 4 at the end of From A.

Your obedient servant,
Sd/- J. V. Muzumdar,
Secretary,
Provincial Labour Supply
Committee Bombay.

No.P.L.S.C. 23
30th May 1944.

Copy forwarded with compliments to -
All other Exetutive Engineers of Divisions for information & -
Copy also forwarded with compliments to
The Secretary to the Government of Bombay,
Public Works Department.

The Superintending Engineer, Northern Circle.
The Superintending Engineer, Central Circle,
The Superintending Engineer, Deccan Irrigation Circle,
The Superintending Engineer, Southern Circle.

for information.

Sd/-
Secretary,
Provincial Labour Supply Committee
Bombay.

To

The Secretary to the Government of Bombay Public Works Department.

Id/ E.B.(II)

Provincial Labour Supply Committee
Appointment of the Secretaty.

GOVERNMENT OF BOMBAY,
Political and Services Department,
Resolution No.7889/34,
Bombay Castle, 1st June 1944.

Letter from the Government of India, Department of Labour, No.L.R.91, dated the 13th January 1944, and extract para 14 from its annexure. (printed copy of the letter and annexure attached).

Telegram from the Government of India, Department of Labour, No.IMP.2, dated the 29th April 1944.

"Your Express letter Number 7889/34-E dated April fifteenth and Telegramphic reminder of Twentysixth April. In the Circumstances explained central Government approve appointment of Rao SahibMuzumdar as Secretary Provincial Labour Supply Committee on Rupees One Thousand Per Month including pehsion. Appointment sanctioned upto end of February 1945-50- or termination of War whichever earlier. Please note that he will not be entitled to any other allowances admissible to other similar officers stationed at Bombay. "

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RESOLUTION: The Government of India having agreed to bear the expenditure involved, the Government of Bombay is pleased to create for a period from the 11th April 1944 to the 28th February 1945 or the termination of the war whichever is earlier, a post of Secretary, Provincial Labour Supply Committee, Bombay, mentioned in item 14 of the annexuretof the Government of India, Department of Labour, letter No.L.R.91, dated the 13th January 1944 and to appoint Rao Saheb J.V.Muzumdar to hold it. Government is also pleased to direct, in relaxation of the Bombay Civil Services Rule 331-B, that as Secretary, Rao Saheb Muzumdar should be allowed to draw the pay of Rs. 1000 p.m. inclusive of his pension which should be held in abeyance so long as he continues to hold the post of Secretary, Provincial Labour Supply Committee, Bombay.

2. Orders regarding the source from which the charge, which is recoverable from the Government of India, should be met will issue later.

By order of the Governor of Bombay,

Sd/-

For Chief Secretary to the Government of Bombay,

Political and Services Department.

To

The Secretary, Provincial Labour Supply Committee, Bombay,

The Commissioner of Labour, Bombay,

The Commissioners of Divisions,

The Accountant General, Bombay, (through the Finance Department),

The Finance Department,

The Public Works Department.

CONFIDENTIAL.

Provincial Labour Supply Committee, Bombay.
Formation of -

GOVERNMENT OF BOMBAY,
Political and Service Department,
Resolution No.7889/34,
Bombay Castle, 10th June 1944.

Extract para 3(i) and para IV.14(a) of the Confidential letter from the Government of India in the Department of Labour, No.L.R.91, dated the 13th January 1944 and its annexure respectively.

"3(i) unless there are special practical difficulties, set up in consultation with the local Military Commandar, Labour Supply Committees, one for the Province and in addition such further number of Committeesas may be necessary for individual districts or groups of districts or regions:"

- - - - - -

"IV.14(a). Provincial Labour Supply Committee.

Composition. --

Chairman- it is suggested that the Chairman be a high-ranking officer of the Provincial Government.

3 representatives of Provincial Govt.(e.g.Labour Commissioner, possibility a Divisional Commissioner, Chief Engineer).

Chairman of National Service Labour Tribunal.

4 representatives of Central Govt. Departments (Railway, Supply and War) and of Army Commands.

1 representative of the Army Recruiting Organization.

Senior Officer of CentralP.W.D.stationed in the provinc

2 representatives of Private Employers' Associations.

1 representative of contractors.

A whole-time Secretary.

Note 1.— It is of the utmost impertance that the Provincial Labour Supply Committee should have a whole-time Secretary if wor is to proceed satisfactorily and expeditiously.

Note.2— The Central Government will bear the cost of the necessary staff which, it is suggested, should consist of -

the whole-time Secretary, who should be an Officer of the Provincial Service;

one Assistant or upper division clerk;

two lower divisions clerks(including one typist); and

two peons.

Provincial Governments may incur expenditure upto this scale....

scale without further reference to the Central Government.

Duties:-

(i) to co-ordinate and lay down the principles governing the recruitment of unskilled local labour for all Government undertakings in the province and for all other employers who can be brought under the Scheme;

(ii) to estimate the requirements of "provincial" and 'imported' labour-for work in the province;

(iii) to lay down principles controlling recruitments in the province by contractors;

Note.-----(a) It is considered necessary that in regions of short labour supply recruitment by contractors from outside the district must be controlled.

(b) If in any case statutory powers are required to enforce such principles it is suggested that the Centre should be consulted so as to secure maximum uniformity.

(iv) to take (either themselves or through the agency of District Committees) all measures necessary to secure an adequate unskilled labour force from the Province for essential works in the province.

(v) to lay down standards conditions of service, grainshop, temporary housing, sanitation, water supply, and medical relief for all local labour employed in the X Province.

(vi) to advise the Provincial Government on steps to secure uniformity in dearness,and other allowances for all local labour employed in the province;

(vii) to advise the Provincial Government on the rates of pay to be paid to local, provincial and contractor imported unskilled labour in various regions in the province;

(viii) to collect the necessary statistical information and conduct any special enquiries where necessary;

(ix) to submit monthly returns and reviews to the Provincial and Central Govts. and report on 'surpluses' of labour; and

(x) to issue such instructions as may be necessary to District or Regional Labour Supply Committees where such exist.

Letter from the Secretary, Provincial Labour Supply Committee, Bombay, No.LSC/6, dated the 3rd June 1944..

(*copy forwarded to Government under this office endorsement No.ISC.1, dated 21/4/44).

"I have the honour to refer ~~kkk~~ to ~~xxxx~~ para (1) of the minutes* of the preliminary meeting held in the Secretariat on 11th April 1944 under the Chairmanship of the Adviser(Home) to H. E. the Governor and to state that the following personnel has been fixed up for the Provincial Labour Supply Committee, for the Province of Bombay in consultation with the Local Military Authorities as requested by the Government of India, in para 3(i) of their letter (Department of Labour) No.L.R.91 dated 13th January 1944:-

Chairman - The Adviser (Home) to H.E the Governor.
Members - Commissioner of Labour.
Chief Engineer and Secretary to Government, P.W.D.(Roads and Buildings).
Chairman, National Service Labour Tribunal;
A.A. & Q.M.G. (Lt.Col.P.S.Whitehead), Head Quarters, 108 L. of C. Area.
Representative, Q.B. 110 L. of C. Area - (Major W.K.Barnes).
Deputy Chief Engineer -(Col.A.E.Armitage, R.E.) 108 L. of C. Area.
Representative of the Railways, (The B.B. & C.I. & the G.I.P.Railways) -(Mr.A.Saldanha, Deputy Chief Engineer 'Maintenance' G.I.P. Railway, Bombay.)
Representative of Assistant Director of Recruiting, Southern Area, Poona-(Col.C.B.Mosse, Recruiting Officer, Poona; (or in his absence) Major A.F.Scott, Deputy Recruiting Officer, Poona).
Superintending Engineer, Central P.W.D. (Mr. P.J.Hanly, I.S.E.).
Representative of Contractors-(Mr.E.M.Bilimoria, President, Western India Builders' Association)

The composition is based on the lines indicated in para IV-14 of the Annexure to the Government of India letter quoted above.

2. All these gentlemen, have been apprised of their nomination and I am directed to requxxest that the formation of the Provincial Labour Supply Committee as per composition given above may now be formally notified in the Bombay Government Gazette for general information and a copy of the notification forwarded for the information of the Government of India in the Department of Labour.

3. Statistics of unskilled labour and other details of information, in accordance with the decision arrived at in the preliminary meeting of the 11th April 1944, are being collected from the various local Officers etc. and as soon as they are completely received, they will be placed before the members of the Committee and the report submitted to Government on the basis of the decision arrived at in the Committee. "

RESOLUTION: In accordance with the instructions contained in para 3(i) and para IV.14(a) of the Government of India, Department of Labour, Confidential letter No.L.R.91, dated the 13th January 1944 and its annexure respectively, the Government of Bombay is pleased to appoint a Provincial Labour Supply Committee for the Province of Bombay consisting of the following members , in connection with the Government of India scheme for the coordination of unskilled labour supply:-

Chairman - The Adviser(Home) to His Excellency the Governor,

Members - The Commissioner of Labuur, Bombay.

Chief Engineer and Secretary to Government, P.W.D. (Roads and Buildings).

Chairman, National Service Labour Tribunal.

A.A. & Q.M.G.(Lt. Col. P.S.Whitehead), Head quarters, 108 L. of C. Area.

Representative, Q.B. 110, L. of C. Area - (Major W. K. Barnes).

Deputy Chief Engineer - (Col. A.E.Armitage, R.E.) 108 L. of C. Area.

Representative of the Railways, (The B.B. & C.I. and the G.I.P.Railways)- (Mr. A.Saldahha, Deputy Chief Engineer 'Maintenance(G.I.P.Railway, Bombay.)

Representative of Assistant Director of Recruiting, Southern Area, Poona- (Col.C.B.Mosse, Recruiting Officer, Poona.

(Or in his absence)

Major A.F.Scott, Deputy Recruiting Officer, Pooha.

Superintending Engineer, Central P.W.D., (Mr.P.J. Hanly, M.S.E.).

Representative of Contractors -(Mr.E.M.Bilimoria, President, Western India Builders' Association).

Full-time Secretary -(Rao Saheb J.V.Muzumdar. B.A.)

2. Orders regarding the appointment of additional members on the Committee, will issue later, if such appointments are considered necessary.

3. The Provincial Labour Supply Committee, Bombay, should carry out the duties assigned to it by the Government of India, details of which have been specified in the letter from the Government of India referred to above.

4. The Composition of the Provincial Labour Supply Committee, Bombay, should be notified in the Bombay Government Gazette.

By order of the Governor of Bombay,
A. F. Gandhi.
For Chief Secretary to the Government of Bombay, Political and Services Department.

/ /

To

All Members of the Provincial Labour Supply Committee, Bombay, (except the Representative of Contractors),

The Secretary, Provincial Labour Supply Committee, Bombay,

All Commissioner of Divisions,

All Collectors,

All Superintending Engineers of Circles,

All Executive Engineers,

The Electrical Engineer to Government,

The Consulting Public Health Engineer to Government,

The Superintending Engineer, Project Circle, Poona,

All Departments of the Secretariat (except the Separate Department)

The Accountant General, Bombay,

The Secretary to His Excellency the Governor.

Id/-

14/6/xx.

Appendix

GOVERNMENT OF INDIA

DEPARTMENT OF LABOUR

Instructions for Recruitment and Employment in India of "Imported" Civil Labour in all Services (including Army Services) other than mining.

NOTE.—"Imported Labour" means labour recruited through a Labour Supply Depot.

'Provincial Government' in these instructions refers to the Chief Commissioner in respect of a Centrally administered area.

I. General.—(a) These 'Instructions' are applicable to 'Imported' labour recruited under Government agency exuluding labour recruited for work in the coalfields. They should on no account be applied to labour recruited by contractors.

(b) Rates of pay prescribed in these Instructions are maxima. Until altered by the Central Government they should however be treated as the standard rates for any Depot.

II. Organisation.—(a) Labour should be organised in gangs of 50 under Supervisors or Gang-leaders or Sirdars and formed as far as possible into units of 500—800 men under a Unit Commander. A Group Commander may be appointed for each group of workers between 1,000 and 2,500 compromising more than two units when the number of workers in an area is large and exeeeds 10,000 a senior Civilian Gazetter Officer with a small staff will be necessary to ensure the well-being of workers and efficiency in output of work. The pay of the Officer and the strength of and pay of the staff should be fixed with the prior approval of the Government of India in the Labour Department. These Officers should be distinct from the executive staff proper of the Employer Service.

(b) One storeman clerk for administrative duties should also be included per unit.

(c) Group and Unit Commanders should be able to speak both English and the language of the workers. They should normally be men either of the Overseer Class or Naib Tahsildar Class or Higher, and they must be capable of exercising proper control over their men.

III. Rates of Pay——(a) (i) Group Commander Rs. 150——400 a month (according to qualifications). If it is proposed to offer a pay, which exceeds the substantive pay of the incumbent by more than Rs.10 the previous approval of the Government of India in the Labour Department should be obtained.

(ii) Unit Commander Rs. 100——175 a month plus possibility of bonus up to Rs. 50 p. m. for good work (vide V(a) below).

(iii) Sirdar or Supervisor Rs. 50 p.m. plus possibility of bonus of Rs. 20 p.m. (vide V(B) below).

(iv) Medical Officer Rs. 350 p.m. (If a Graduate).

(v) Medical Officer Rs. 200 p.m. (If a Licentiate).

(vi) Compounder or Dresser Rs. 50——65 p.m.

(vii) Dispenser and Nursing Orderlies (where necessary) Rs.50-65p

(viii) Storeman Clerk to be paid at local rates.

(ix) Sanitary Inspector (where necessary) Rs. 50 p.m.

(x) Worksers. Rs. 1 per day from the day the gang of workers leaves for service. Workers will be paid up-to Rs. - /8/-, and the Sirdars or Supervisors up to Rs. 1 a day until the time of their despatch from the Labour Depot. Thereafter, pay at the rates specified above will be allowed.

(b) (i) Workers should as far as possible be on piece work rate adjusted so as to give them the daily wages indicated above, if they do a full day's work (8 hours). Normally the rate of work should be calculated to yield Rs. -/2/- per hour.

In cased where workers have to work longer than the standard 8 hou they shall be paid at a flat of Rs. -/2/6 for each extra hour when on time rates and at a rate calculated to yield Rs. -/2/6 per extra hour when on piece work.

(ii) Where it is not possible to employ labour on piece rates, they will be employed on time rates at the rate of Rs. 1 a day for a full 8 hours' task.

(iii) No payment will be made for absence without sufficient caus but a worker will be paid Rs. -/8/- per day when he is ~~not employed~~ absent from work with Medical Officer's permission and Rs. -/12/- a day when he is not employed for causes not under his control, subject in the latter case to the following two conditions:

(a) to qualify for the payment a worker must answer to a muster roll once a day at his usual place of employment or, wit the permission of the Unit Commander at any other place; and

(b)...

(b) a worker will not be eligible for the payment if he unreasonably refuses work even of a different sort, either at the usual or in a different service or undertaking.

(iv) Advances may be paid by the Labour Supply Service up to Rs. 30 per man. The amount of advance paid to a worker will be recovered from him by deductions from his monthly earnings at the rate of 1/3rd of his earnings. If the payments are made weekly or fortnightly, deduction at the proportionate rate will be made.

If a worker absonds before the advance is fully recovered, the Employer Service should send accounts to the District Officer of the District from which the person was recruited for making necessary recoveries. Advances which cannot be recovered will be put up for 'write off' by the Employer Service.

IV. Long Service Bonus.—— On completion of six months' service workers will be entitled to bonusfor each complete month thereafter. This bonus will be Rs. 2 per month for the seventh, eighth and ninth months of service, payable in lump at the end of the ninth mohth, and Rs. 3 per month for the tenth, eleventh and twelfth months payable at the end of one year's service.

V. Supervisory Bonuses.——(a) A Unit Commander may draw in addition his basic pay an increment of up to Rs. 50 p.m. for good work of the Units at the discretion of the Group Commander or, if there is no Group Commander, the Employer Service.

(b) A Supervisor will get bonus up to Rs. 20 p.m. for good work of self and gang at discretion of the Unit Commander or the Group Commander, if there is one.

NOTE—The bonuses should be paid only in genuine cases of good work and not as a matter of course.

VI. Recruitment.—(a) Units will be recruited by Civil Agencies (referred to in these Instructions as the Labour Supply Service) to be detailed by the Provincial Governments.

(b) The workers must be males between 18 and 45 years of age and physically capable of hard work.

(c) No woman worker will be engaged, nor will woman be permitted to accompany workers or live in labour camps.

(d) Personnel will be required to work at least for six

They will be entitled to 15 days' notice of termination of their services or pay in lieu of such notice. The workers will be required to give 15 days' notice of their desire to leave the service, the notice to be given any time after they have completed five and a half months' service. This condition may be waived at the discretion of the Employer Service.

(e) The Labour Supply Service is responsible for seeing that the workers clearly understand the conditions under which they are being recruited, and for seeing that they are informed of the destination to which they are to be despatched.

(f) Recruiting agents may be employed. Commissionmx will be allowed to the Recruiting Agents at the rate of one day's wage (Re.1) for every man actually sent off. Half of this amount will be payable when the man is sent off and the other xx half after the man has worked for a minimum period of one month. Recruiting Agents will not be granted travelling or any other allowances.

In exceptional circumstances Provincial Governments, may with the concurrence of the Government of India in the Department of Labour increase the rate of commission and alter the method of payment.

(g) Recruiting Agents will be required to state in writing that they will not take anything either directly or indirectly in cash or in kind from the workers or from their relatives. If Recruiting Agents are proved to have done so to the satisfaction of the Provincial Government or the Provincial or the Regional Labour Supply Committee or such other concerned authority in the case, they will forfeit all commission due to them.

(h) As soon as the recruitment of labour is ~~xxxxx~~ started, the Employer Service should be informed of the intention to start sending workers in batches, in order to enable the authorities to make adequate arrangements. The date of arrival at destination of a Unit should be intimated to the Employer Service at least a week or if possible longer, before the ~~xxxx~~ first batch is despatched.

* VII. Rations.----(a) The Labour Supply Sappice will be responsible for ensuring that the workers are before despatch, provided with adequate rations and cooking fuel for the train journey and 10 days' reserve.

(b) On arrival at the place of work, workers and supervising staf below the rank of Group Commander will be given rations as explained below, in sub-para (c) , and the cost debited to the work.

*Workers will also be entitled to a supply of free fuel while at site of work(G.of I. Deptt. of L.Br.No.LWP2/143 dated 1-5-44)-This, should be understood, by all Employer Services who are likely to employ 'imported labour'.

Rations will be supplied under Provincial arrangement, provided that the responsibility for the supply of wheat or rice to labour employed in Defence Services outside rationed areas in deficit Provinces and States (viz., Bombay, Bengal, Mysore, Cochin and Travancore) shall be on the Employer Service.

(c) Each person entitled to rations will be furnished with a ration card which will have two parts: one for basic rations to be provided free and the other for supplementary rations available on payment.

(d) In areas where rationing schemes are in force the scale of rations will be in conformity with the standards laid down by the rationing authorities. Two-thirds of the quantity will be treated as 'basic rations' and one-third as supplementary rations. In other areas, the basic rations will entitle each person to 3½ (three and a half) seers of foodgrains (rice, wheat or atta, jowar, and bajra) per week. The supplementary ration will be 1½ seers of foodgrains per week and such other essential articles of consumption like dall, oil, kerosene oil, etc., as may be decided upon from time to time.

(e) It is not obligatory that the ration card holder should buy the whole amount of the supplementary rations.

(f) In case of voluntary absence a person shall be entitled to only half the rations otherwise admissible. Deductions in rations should however be made only with the permission of some responsible officer of the Employer Service.

(g) If employed in areas where troops are receiving Field Service Scale of rations, rations will be provided on the Field Service Scale modified to suit local conditions, instead of on the scale indicated above. Two-modified to suit normal quantity should be allowed as basic rations and one third supplementary rations.

(h) In areas where articles of food other than the basic grain ration and small amenities such as cigarettes are not locally obtainable, the Employer Service is responsible for arranging shop facilities to enable the workers to make purchases (at their own cost).

(i) Communal feeding should be encouraged and a start should be made for this purpose at the Labour Depot itself. At the place of work there should be separate accommodation for messing and cooking.

VIII. Clothing and Bedding.——Every worker will on recruitment be provided with a set of mazri clothing and one blanket. The cost

of account of the supply of these articles will be debited to the work on which the labour is employed.

IX. Equipment.---(a) If rations are to be issued in bulk each gang will be supplied with a set of cooking utensils by the Provincial Government, the expenditure being charged to the work. Replacement when unserviceable is a joint responsibility of the Employer Service and the Provincial Government. The equipment will belong to the Employer Service

(b) When ration is to be supplied on an individual basis the worker must make his own arrangements for cooking. But whenever possible, the Employer Service will (with the help of the Provincial Government) procure the necessary utensils and loan them out to workers free of charges.

X. Tools.----The necessary tools will be provided on site by the Employer Service or if so arranged by the Provincial Government. The tools are returnable by the workers.

XI. Travelling.---All workers will be provided free accommodation for journey from place of recruitment to site of work, and return on completion of engagement, or if they have extended their service after 15 days' notice or on invaliding.

(A worker may be returned to his home at an earlier date at Government expense if considreed necessary on account of sickness or other reasons beyond the control of the individual concerned.).

XII. Accommodation.---The Employer Service will provide free accommodation at site of work on the scale given in Appendix A.

XIII. Holidays.---Personnel will be required to work a six-day week. They should be granted one day of rest per week, and holidays for religious occasions at discretion of the Employer Service. The workers will be entitled to no pay for such holidays. If however workers perform work on a holiday, they will be paid at the rate of Re. 1-4-0 a day for full 8 hours' task or at a rate calculated to give Rs.02-6 per hour if the labour is employed on piece work.

XIV. Discipline.---The Essential Services (Maintenance) Ordinance, 1941, will probably apply and action should be taken to get the Central Government to appoint officers under section 7(iii) of the Ordinance.

XV. Compensation.---All personnel will be eligible for relief under the War Injuries Ordinance, 1941, the War Injuries (Compensation) Insurance Act, 1943, and the Workmen's Compensation Act, whichever is applicable. The Employer Service will be deemed to be the 'employer" under the last two Acts, but when an injury is received in the course of emplo

ment where the services are not accredited to a specific Employer Service, the Central Government will be deemed to be the 'employer'.

The funeral expenses of a worker will be paid by Government up to Rs. 25.

XVI. Financial.---(a) Expenditure incurred on the following arrangements will be a charge on the work:---

(i) cost of equipment and tools,

(ii) cost of conveyance where necessary,

(iii) cost of rations and cooking fuel provided in accordance with para. VII above including those under sub-para. (a) thereof,

(iv) payments of advance to the personnel,

(v) recruiting expenses including transport from place of recruitment to the Labour Supply Depot,

(vi) transport and other charges from Labour Supply Depot to site of work,

(vii) all charges at the site of work,

(viii) all charges on account of repatriation of workers,

(ix) expenditure by way of wages and rations or food at the Depot for workers in excess of the reserve, authorised by the Central Government for the Depot, and

(x) all other charges on account of the labour from the stage the labour leaves the Depot, including charges on account of medical staff.

(b) As soon as possible after the despatch of a Unit, the Labour Supply Service will send to the Employer Service an account of the expenditure incurred under the above heading separately in respect of each Unit despatched from the Province.

(c) The Labour Supply Service will furnish every month an account of all the expenditure incurred, to the Provincial Accounts Officer of the Accountant General, Central Revenues, as the case may be, who shall in turn adjust the expenditure against the appropriate accounts.

(d) The Labour Supply Service will prepare a suitable account of all expenses incurred supported by vouchers etc., for each unit or gang despatched and forward this within one week from the date of despatch to the Officer of the Employer Service in charge of the work.

XVII, Administrative.---(a) The Unit Commander or Supervisor should be provided with a nominal roll in English in duplicate of all personnel under his command at the time of despatch, containing the following particulars:---

(i).....

(i) the name of the Unit Commander or Supervisor,

(ii) name and father's name of personnel and of other ranks included in the unit or gang,

(iii) rate of pay of each individual,

(iv) the date from which he is entitled to receive it; and

(v) any advance payment made.

Both copies should be sent by the Officer of the Labour Supply Service responsbile for recruitment and one will be handed over by the Unit Commander or Supervisor at destination to an Officer of the Employer Service in charge of the work.

(b) The Unit Commander or Supervisor will maintain attendance registers in a form to be dcided locally. This register will form the basis on which claims for payment of earnings are made. Claims for the wages will be made out periodically by the Unit Commander showing the total wages due, recoveries of advances and net payments. On receipt of the claims, and after necessary general scrutiny of the claims, payment to workers will be made by a Sub-divisional Officer or other Gazetted Officer with the assistance of the Unit Commander and the Supervisor.

(c) Payment to workers should be made weekly, fortnightly or monthly as may be convenient to the Employer Service.

(d) The Employer Service should arrange for facilities for personnel to despatch money to their homes by money order.

XVIII. Medical.——(a) Medical arrangements will be made at the camp of the workers, both at the place of recruitment and the place of work on the scale laid down in Appendix B.

The Labour Supply Service should ascertain the medical arrangements at the place of work and if the staff falls short of the standards prescribed, should itself send the staff to meet the shortage.

When a group of labour is being sent over a long distance one Medical Officer with one compounder or dresser should accompany each Unit. Sufficient medical equipment such as drugs and dressings should be provided by the respective Provincial Governments at the place of recruitment andat site of work. on journey.

Vide G.of I. letter Deptt. of Labour No. IMP.2 27-4-44.

-Do- No.L.M.P. 2-502 12-6-44.

(b) All personnel should be vaccinated and inoculated against cholera before leaving their Province. T.A.B. inoculation should also be given.

(c).. ....

(c) It should be ensured that all personnel are free from infectious and contagious diseases before leaving their Provinces.

XIX. Duties of Supervisory Staff.---The Group Commander (if one is apppinted at the site of work), Unit Commander and Sirdars or Supervisors will be responsbile under the orders of the Officer of the Employers Service in charge of the work for the administration and welfare of the workers, their movementto and from site of work and for their proper performance of work.

XX. Responsibility of the Employer Service.---The Employer Service will be responsbile for :-

(i) informing the Provincial Government, and the Provincial and local Labour Supply Committees of (a) the amount of labuur required the nature of work and the site of work, and (b) the date or dates by which labour is required;

(ii) making arrangements for the movements of the labour as far as Railway movement is concerned and from detraining station to site of work; and

(iii) making arrangements for the provision, before the labour arrives, of (a) food supply, (b) accommodation, water and latrines, (c) medical accommodation, stores and equipment, (d) comp. hospital arrangements, and (e) tools.

Vide G. of I. letter Deptt. of Labour No. IMP.2 27-4-44.

XXI. Miscellaneous.---(a) Chowkidars for the camp will be appointed from the workers and will receive a daily wage.

(b) Sweepers on a scale of 6 per 1,000 labourers will be supplied by Provincial Government or other local authority and will get the same pay and rations as workers.

XXII. Method of Employment of Imported Labour.---(a) In no case will a worker be under the direct administrative control of a contractor or employed direct by a contractor.

(b) If possible arrangements can be so made as soon as a Unit reaches its destination, for its employment in groups under a contractor. The contractor will be required to pay the cost of the work done by the labour in accordance with the rates fixed in the contract. If no specific provisionto this effect for payment at piece rates exists in the contract, the Contractor shall be required to pay for labour placed at his disposal at (i) the local prevailing labour rates or (ii) the labour rates on which his tender was based, whichever is higher. Such sum as is paid by the contractor should be credited to the work. If the contractor would not take the workers

on, the workers should be employed departmentally.

APPENDIX 'A'

Scales of Accommodation--

(Vide para. XII)-

1. Living accommodation

Local shelter type constructed of locally available materials.
or

Tented accommodation as for followers.

2. Wash places--

4 per cent, of total strength.

3. Latrines

4 per cent, of the total strength.

Latrines to have concrete or brick squatting plinth and be sc
reened by bamboo matting on ballies. Pans, if possible to be of sheet iron but if of earthenware to be liberally coated with coal tar or bitumen.

Disposal of Excreta from Latrines----

To be removed immediately from pans and if possible to be burnt. If incineration is not possible then a trench of minimum depth of 10 ft. is to be provided on site to be approved on the local Medical Authority. The trench to be provided with a closely fitting wooden cover with a small fly trap, to trap flies which may breed in the trench. (OTWAY PIT).

Sweepers----

2 sweepers to be provided for each range of latrines together w
with a Jemadar for each ten ranges of latrines. In addition 2 sweepers are to be provided for latrines on the site of work.

4. Urinals----

4 per cent. of total strength.

Urinals to consist of a concrete surface channel with 1 ft. high, 2 brick splash wall behind and to drain into soakpit.

5. Water--

Water to be provided on a minimum scale of 3 gallons per head per day although a scale of 5 gallons per head per day should be aimed at.

Where a piped supply is available supply is to be at standp
posts and where supply is from wells or rivers, tanks to be provi
ded. These tanks may be of steel or masonry and taps are to be provided for drawing water.

6. Incinerator for litter——

One incinerator to be provided to each camp in which all paper, rags, and other litter is to be burnt.

7. Layout of camp——

Huts to be laid out in rows with 10 ft. clear space between huts and 30 ft. clear space between rows.

The camp to be laid out in units for 400——800 persons, each unit having a clear space all round of 40 ft.

The siting of the camp to be the approval of the local Medical Authority.

APPENDIX 'B'
Medical Arrangements.
(Vide para. XVIII(a))

NOTE.——The following represents a guide as to the requirements of a camp for 2,000 to 3,000 labourers.

It should be modified for smaller numbers.

1. Accommodation——

Medical Officer's room	1½ bays, wth hand basin.
Treatment room	1 2/3 bays.
Dispensary	1 bay with sink.
Store room	1 bay.
Heat stroke centre	1 bay.

1 Bay is equal to 16' multiplied by 18'.

Sanitary arrangements.

Camp Hospital with bedded accommodation for 1 per cent. total labour strength, with class kitchens as necessary and sanitary arrangements, including incinerators and disinfector shed.

Hospital will normally be non-dieted.

2. Staff——

1 Medical Officer.

1 Dispenser.

1 Sanitary Inspector.

3 Nursing Orderlies.

4 Menials, including 2 sweepers.

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No. L S. C. 11.

Office of the Secretary, Provincial Labour Supply Committee, Rooms Nos. 85 & 76, First Floor (North Wing), Secretariat, Bombay.

10th July 1944.

From

Rao Sahbb J. V. Muzumdar, B. A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To

All Private Employers of Labour such as
Contractors - P.W.D., Railways and Military.

Dearx Sir,

In connection with the Scheme propounded by the Government of India for dealing with problems arising in connection with the supply of unskilled labour in India, I am directed to forward herewith for your information an extract from para 16 from the Outline of the Scheme and as stated therein to requrest you to submit to this office on the 5th day of every month a statement of statistics in Form A attached.

The statement for the month of June should please be submitted immediately.

2. 12 copies of Form A are attached.

3. No statistics are required if the number of unskilled labour employed is less than 100 per day.

Yours faithfully,

DA: As stated above.
To

J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committe
Bombay.

Extract from para 16 from the Outline of the Scheme for dealing with unskilled labour supply problems.

16. Statistics -(a) All employers in a 'controlled' area employing more than 'X' persons on a specific work or in a specific undertaking within the controlled area or for the area as a whole as may be suitable, will be required to submit every month to the District or Regional Labour Supply Committee concerned a statement in the form attached.

NOTED -(1) Returns should be obtained from all works or undertakings which are likely to have material effect on the labour supply position. It is not proposed to lay down any specific figure for X - each individual district or regional

committee will know the works or undertakings in its area from which returns should be obtained.

(2) Statutory provision has not yet been made for submission of these returns but the matter is under consideration and power will be taken if Provincial Governments so desire.

(b) The statements should be in the form attached (FormA). The intention of this form is to secure information on the following points:-

(i) nature of work,
(ii) whether labour employed directly or on contract,
(iii) sources of supply;
(iv) adequacy of existing forces;
(v) probable future variations, and (vi)wages rates

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Abbrev. Tel. Address: 'PLABSUPCOM'

NoIL.S.C. 11.
Office of the Secretary, Provincial Labour Supply Committee, Rooms Nos. 75 & 76, First Floor (North Wing), Secretaruat, Bombay.
10th July 1944.

From

Rao Saheb J. V. Muzumdar, B. A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To

All Executive Engineers of Divisions.

Sir,

I am directed to forward herewith a copy of my letter No. L.S.C.11, dated 10th July 1944, addressed to all private employers of labour such as contractors - P.W.D., Railways and Militaryx and the extract from para 16 of the Outline of the Scheme referred to therein and to request that information similar to that called for from the private employers of labour may also please be furnished to this office duly consolidated - in Form A on the 5th day of every month so far as the unskilled labour, employed departmentally by you and your Sub Divisional Officers, is concerned. The statement for the month of June 1944 should please be furnished immediately if it has not already been sent.

I am to invite attention in this connection to pxara 2 of my letter No.L.S.C./P-1, dated 20th May 1944, and to state that while the figures for the Railways are to be supplied by the Railway - - authorities, those for military works will normally

Committee or organization, it is requested that the figures for military labour may — please be supplied by the Executive Engineer concerned along with the figures for labour employed by him departmentally vide para 1 above.

3. 12 copies of Form A are attached.

4. No statistics are required if the number of unskilled labour employed is less than 100 per day.

Yours obedient servant

J. V. Muzumdar,
Secretary,
Provincial Labour Supply
Committee, Bombay.

D. A. :As stated above.

Copy forwarded with compliments to -

The Secretary to Government, P.W.D.,

The Superintending Engineers, of Circles (omitting Project Circle),

The Conculting Public Health Engineer to Government, Poona,

The Electrical Engineer to Government, Bombay.

Conditions of Service for Unskille
labour - Minimum Standard of -
(excluding wages) -
Appointment of a Sub-Committee
to consider and lay down -

PROVINCIAL LABOUR SUPPLY COMMITTEE, BOMBAY
Order No.L.S.C. 6(1).
Bombay, the 12th July 1944.

Extract Item 3 from the Agenda for the meeting of the Provincial Labour Supply Committee fixed on 29th June 1944.

" Conditions of service of Unskilled labour (e.g. Housing, Grainshops, Sanitation, Medical Relief, Water Supply etc.)

At the preliminary meeting of 11th April 1944, it was decided that the Secretary should collect information from Bombay Port Trust, Railways, etc., regarding these conditions. Report from Bombay Port Trust is still awaited. A consolidated statement of information already received is put up on the file."

Extract para 5 from the minutes of the meeting of the Provincial Labour Supply Committee held on 29th June 1944.

xx " (Item 3). Information regarding conditions of service of Unskilled labour, as supplied by the Bombay Port Trust, Railways, etc., was considered to coordinates and lay down minimum standards of conditions of Service (excluding wages), it was considered that a Sub-Committee consisting of the following officers should be xxx

ormed.—

Commissioner of Labour - Chairman.
D.A.D.Labour and Pioneers.
S.E.Central P.W.D.
Deputy Secretary, to Government P.W.D. (R. & B.)
Representative of the G.I.P. & B.B.&.C.I.M.Railways -
- (Mr. A.Saldanha, Deputy Chief Engineer 'Maintenance'
G.I.P. Railway, Bombay).
Secretary, Provincial Labour Supply Committee.

This Committee shall have power to coopt additional members as and when necessary."

ORDER: In pursuance of the decision arrived at by the Provincial Labour Supply Committee at its meeting held on the 29th June 1944 under the Chairmanship of the Adviser(Home) to H.E. the Governor, the following sub-Committee has been appointed to coordinate and lay down minimum standards of conditions of Service (excluding wages) for Unskilled Labour and recommend the same for the consideration of the Provincial Labour Supply Committee.-

Commissioner of Labour - Chairman.
D.A.D.Labour and Pioneers.
S.E. Central P.W.D.
Deputy Secretary, to Government P.W.D.(Roads & Buildings)
Representative of the G.I.P. & B.B. & C.I.Railways.-
-(Mr. A.Saldanha, Deputy Chief Engineer, 'Maintenance'
G.I.P. Railway, Bombay).
Secretary, Provincial Labour Supply Committee.

This Sub-Committee shall have power to coopt additional members and when necessary.

By order,

J. V. Muzumdar.

Secretary,

Provincial Labour Supply Committee, Bombay.

P.L.S.C.Order No.6 (1), Bombay, 12th July 1944.

To

The Commissioner of Labour,

D.A.D.Labour and Pioneers,

S.E.Central P.W.D.,

Dy. Secretary, to Govt. P.W.D.,(Roads and Buildings),

Representative of the G.I.P.& B.B.&B.I.Railways -
-(Mr. A.Saldanha, Dy.Chief Engineer, 'Maintenance'
G.I.P. rRailwayBombay).

All other members of P.L.S.C.(Separately by designation.)

Secretary, P.L.S.B,
Political and Services Department, Secretariat,

/P.W.D., Secretariat.

Minutes of the first meeting of the Provincial Labour Supply Committee held in the Secretariat, Bombay on Thursday the 29th June 1944 at 12-15 P.M. to discuss the accompanying agenda.

Present:-

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser(Home) to H.E. the Governor.

Members - W.H.E.Garrod, Esq., I.S.E., Chief Engineer and Secretary to Government, P.W.D.

Lt.Col.P.S.Whitehead, A.A.&Q.M.G., 167 L. of C.SubArea

~~Lt.A.ExArmitage, Deputy Chief Engineer, 108 L.ofC.~~

Col. K.A.Cosnell, A.Q.M.G., 110 L. of C. Area. (Representative Q.B. 110 L. of C.)

Col.A.E.Armitage, Deputy Chief Engineer, 108 L.ofC. Area.

A.Saldanha, Esq., Deputy Chief Engineer'Maintenance' G.I.P.Railway.

Major A.F.Scott, Deputy Recruiting Officer,Poona.

P.J.Hanly, Esq., I.S.E.,Superintending Engineer, Central P.W.D.

E.H.Bilimoria, Esq., President, Western IndiaBuilders Association.

Secretary - Rao Sahib J. V. Muzumdar, B.A.

The following were also in attendance.

Lt.Col.G.C.Marsh,A.Q.M.G., 108 L. of C. Area.

Lt.Col.G.W.Holland, Assistant Director, Pioneers and Labour 'Southern Army'.

Lt.Col.F.C.Booty, A.A.&Q.M.G., 166 L. of C. SubArea.

Col.G.H.H.Lee, D.C.E., 110 L. of C. Area.

At the outset, the Chairman informed the members that the meeting of the Committee could not be convened earlier as the Secretary was deputed on Special Duty in connection with the inspection of the Elphinstone Estate affected by the recent Explosions in the Bombay Docks.

2. (Items 1(A) & 1(C). The Chairman read out the existing composition of the Provincial Labour Supply Committee as decided in the preliminary meeting of the 11th April 1944, and observed that the nominations of two suitable representatives of Workers, who are to be appointed in accordance with the orders of the Government of India, awaited a report from the Commissioner of Labour. It was agreed, that the Chairman should make these appointments.

Col. K.A.Cosnell, A.Q.M.G. representing Q.B.110 L. of C. Area, suggested that owing to the reconstitution of the military Areas, the military element of Provincial Committee should be -

A.Q.M.G. 110 L. of C. Area(Col.K.A.Gosnell), C/o A.B.P.O.21.

A.Q.M.G. 108 L. of C. Area (Lt.Col.G.C.Marsh),C/O A.B.P.O.13.

A.A.&Q.M.G.166 L. of C. Sub Area (Lt.Col.F.C.Booty),
C/o A.B.P.O.21.

A.A. & Q.M.G. 167 L. of C. Sub Area (~~xxxxxxxxxxxxxxxxxxxxxxxx~~
(Lt. Col. P.S.Whitehead), C/o A.B.P.O.13.

D.C.E. 108 L. of C. Area (Col. A.E.Armitage, R.E.),
C/o A.B.P.O.12.

Of these, as the first officer and the last two officers are already represented on the Committee, it was agreed to take up the second and third on the Committee.

3. (Item 1(B). The suggestion of the P.M.G. Bombay for including a representative of the India Posts and Telegraphs Department, on the P.L.S.C. was not accepted.

4. (Item 2). The suggestions regarding composition of Regional Labour Supply Committeess to be setx up for Bombay City, Bombay Suburban District and Kalyan, which were called for from the Military authorities, the Collectors, etc., were discussed and the following personnel was approved. -

Bombay City.

The Commissioner of Police, Bombay - Chairman.
Representative of W.V.C.I. & G.I. P.Railways (the Divisional Engineer, G.I.P Railway, Bombay).
Representative of Private Employers - (Mr.R.G.Gokhale, Labour Officer, Millowners' Association.
Representative of Supply Department - Controller of Supplies, Bombay or his representative.
Representative of Contractors (Mr.Motichand G.Shah, represent--ing the Western India Builders' Association).
City Engineer, Bombay Municipality.
Executive Engineer, Presidency Division.
Assistant Recruiting Officer, Bombay.
Labour Officer, Bombay.
A.A.&. Q.M.G. 167 L. of C. Sub Area.
C.R.E., Bombay.
Representative of Commodore, R.I.N.
Representative of the Director General of Shipbuilding and Repairs.
Representative of Base H.Q., R.A.F.
Representative of Deputy Director, Ordance Stores, General H.Q., Ordnance Depot.
Full time Secretary.
Note. Additional members such as General Manager, Docks and Railway, B.P.T., can be coopted if and when required.

The Bombay Suburban District.-

The Collector of Bombay Suburban District -Chairman.
Representative of B.B.&. C.I. & G.I.P.Railways -The Executive Engineer, B.B. & C.I.Railway, Bombay.
The Executive Engineer, North Thana Division, Bandra.
The Hydraulic Engineer, Bombay Municipality.
D.A.Q.M.G., 167 L. of C. Sub Area. C/o A.B.P.O. 13.
Representative of Deputy Director, Ordance Stores, G.H.Q., Ordnance Depot.
D.A.D.S.T. , 167 L. of C. Sub-Area. C/o A.B.P.O. 13.
C.R.E., Bombay.
A.R.O., Bombay (Captain Gray).
District Deputy Collector, Bombay Suburban Distrtrtt.
Representative of Central P.W.D. and Aviation Department Executive Engineer, Bombay Aviation Division (Mr.M.C.Rhodes).
Representative of Private Employers -Mr.Akbar A.Chinoy,BombayGarage, Santa Cruz).

Representative of Contractors - (Mr.R.K.Patkar, Parkar Construction Company, Bandra).
Mr. P.P.Kapadia of Messrs. Teju Kaya & Co.
Full time Secretary.

Kalyan.

The Collector of Thana - Chairman.

The Executive Engineer South Thana Division (or in his absence the A.E.).

Representative of Building Contractors - To be coopted when necessary.

Brick Controller for the Province of Bombay.

Divisional Engineer, G.I.P.Railway.

A.R.O., Bombay.

C.R.E., Kalyan.

Commandant, Transit Camp. Kalyan

O.C., Ordance Factory, Ambernath.

Officer I/C Supplies, Kalyan.

Full time Secretary.

The suggestion of the Collector of Thana, to have one combined Regional Committee for Bombay City, Bombay Suburban District and Kalyan, was considered and negatived.

Col. Gosnell and the other members representing military areas, pressed for setting up of additional Regional Labour Supply Committees, especially for the following areas .-

1. Poona-Kirkee.)
2. Dehu Road.)

Note. While confirming the minutes, the P.L.S.E., Bombay, in their meeting of 27-7-44, approved of the proposal made by Col. K.A., Gosnell, A.Q.M.G. 110 L. of C. of Area to have one Regional Committee for Poona, Kirkee and Dehu Road to be called the Poona Regional Labour Supply Committee.

3. Nasik (including Deolali, Manmad, Bhusawal, etc., with Head Quarters at Nasik).
4. Ahmedabad.
5. Belgaum. (including Hublix & Dharwar).
6. Ahmednagar.

The suggestion was discussed and the Committee decided that out of these the first five were immediately necessary and that the 6th one (i.e. Ahmednagar) could wait. The following composition of the Military element with some civilian members for these committees was suggested by the Military representatives and approved, the Collector of the District concerned being the Chairman for each of the Committees -

The Poona Regional Labour Supply Committee.
(for Poona, Kirkee and Dehu Road).

The Collector, of Poona - Chairman.

A.A.& Q.M.G. 166 L. of C. Sub Area.

D. C. E. 110 L. of C. Area.

D.A.D.S. & T. 166 L. of C. SubArea.

Representative of Kirkee Depot (Arsenal)- Labour Officer.

Representative of Kirkee Ammunition Factory.

Administrative Commandant, Dehu Road:

Civil Pioner Depot.)
) One representative
C.M.T. Sateeres Depot.)
) from each of
Dehu Ammunition Depot.)
) these Ordance
Central Combined Ordance Stores.) Depots.

Divisional Engineer, G.I.P.Railway.

Executive Engineer, C.P.W.D.

Executive Engineer, Poona Division.

Representative Civil Manufacturing Firms
(Deccan Paper Mills.
(Tata's.
(Raja Bahadur Mill etc).

Representative of Western India Builders' Association
E.M.Bilimoria, Esq.O.

R.O., Poona or A.R.O., Poona.

Full-time Secretary.

Nasik.

The Collector of Nasik - Chairman.

Lt. Col. P.H.Ogleskan, A.A.& Q.M.G., H.Q. 165 L. of C. Sub Area.

Lt.Col. S.J.Emerson, C.M.E., (M.E.S.) Deolali.

Major W.W.Falconder-Green, I.R.S.D., Manmad.

Major W.Kellard, O.C.Ordance Depot, Nasik Road.

Captain R.Stensen, R.O., Nasik.

Master Security Printing Press, or his representative.

Executive Engineer , P.W.D.Nasik Division (Roads and Buildings).

Bridge Engineer, G.I.P.Railway, Manmad.

Divisional Engineer, Bhusawal.

Representative of Private Employers - Sheth Lalchand Hirachand,
Rawalgaon Sugar Farm, (Taluka Malegaon).

One Military Contractor (Name will be reported shortly by the
W. R. Collector, Nasik.).
Mr.W. G. Blandon of Messrs. Pallonji Eduljee & Sons, New CharniRd., Bombay.

Nominee of Messrs. Burma Shell & Co.

Full-time Secretary.

Ahmedabad....

Ahmedabad.

Collector of Ahmedabad - Chairman.

Administrative Commandant.

A.R.O., Ahmedabad.

Executive Engineer, Ahmedabad Division.

Representative, B.B.&.C.I.Railway -Executive Engineer, B.B.& C.I.Railway, Ahmedabad.

Representative of the Millowners' Association.

Representative of the Textile Labour Association.

Full time Secretary.

Belgaum.

Collector of Belgaum - Chairman.

Staff Captain H.Q.170 L. of C. Sub Area.

Representative of Forest Department - Sub Divisional Forest Officer, Belgaum (Mr. M.V.Warty).

Executive Engineer, P.W.D., Belgaum Division.

Executive Engineer, Central P.W.D., Poona.

Representative, M.S.M.Railway-the District Engineer, Belgaum.

A.R.O., Belgaum.

~~Representative~~ Garrison Engineer, Belgaum.

Representatives of Private Employers & Contractors - Manager, Bharat Mills, Hubli
Government and Military Contractor -Mr.A.A.Gheewala, M.L.A.

Full time Secretary.

For all these Regional Committees, the Collector of the District concerned, should be requested to suggest the name of other civilian representatives necessary, indluding representatives of important private employers in the area and of contractors one for each.* The Committees shall have power to coopt members not exceeding 3, as may be considered necessary.

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* Note.The suggestions received from the Chairman of the various Regional Committees in respect of the personnel of those committees were considered by the P.L.S.C. in the meeting held on 27-7-44, and accepted with certain modifications, whileconfirming these minutes. The approved composition of the Regional Committees has been shown under the respective Committees.

The.....

The Military representatives present in the meeting explained at this stage that as soon as these Civil Regional Committees begin to function, the existing Military Committees would hand over their work and cease to function.

5. (Item 3): Information regarding conditions of service of unskilled labour, as supplied by the ~~MR~~ B.P.T., Railways, etc., were considered and it was found that there was considerable disparity. With a view to coordinate and lay down minimum standards of conditions of service (excluding wages), it was considered that a Sub Committee consisting of the following Officers should be formed :-

Commissioner of Labour - Chairman.

H.A.D.Labour and Pioners,

S.E.Central P.W.D.

Dy. Secretary, to Govt. P.W.D. (Roads & Buildings).
Representative of the G.I.P. & B.B.& C.I.Railways-
-(Mr.A.Saldanh, Dy.Chief Chief Engineer,
'Maintenance' G.I. P.Railway, Bombay).

Secretary, P.L.S.C.

This Committee shall have power to coopt additional members as and when necessary.

6. (Item 4): The suggestion of the G. of I. regarding making use of personnel rejected by the Defence Services Recruiting Organisation, for employment as unskilled labour, was approved. It was decided that the Assistant Director of Recruiting, Southern Area, Poona, should be requested to furnish names and other necessary details of ' rejects ' and information as to where and when, likely employers should be directed to meet him for taking over such personnel.

The Committee also agreed to examine the possibility of setting up a Labour Depot as directed by the Government of Indi in para 15 of the Annexure to their letter No. L.R.-91 dated 13th January 1944 and directed the Secretary to make enquiries from the Labour Supply Depot, Gorakhpur to ascertain how they operated their depot.

The possibility of using one of the A.R.P. evacuation Camps near Bombay as a Labour Supply Depot will also be examined.

7. (Item 5): The ~~possibility~~ suggestion of the G. of I. regarding supervisory personnel, was discussed and the Committee decided

decided that the A.D.S., Southern Area, Poona should be asked to furnish names and necessary details regarding such personnel to the P.L.S.C.

8. (Item 7). Regarding this item, the Committee was informed that information was received from the Labour Commissioner to the effect that there has since been an appreciable improvement in the labour situation complained of. The Committee decided that the Mill authorities should be asked to state what rates of wages they are paying, and should also be informed what the Merrick rates are.

10. (Item 8): It was decided that the reply from the Collector Bombay Suburban District, who has been addressed, should be awaited.

11. (Item 9): It was decided to refer this complaint to the Regional Labour Supply Committee for Kalyan, as soon as it is formed.

12. (Item 10): The Committee decided that this will be attended to.

13. (Item 11): The Committee decided that await the receipt of further communication from H.Q. 167 L. of C. Sub Area.

14. Regarding Items of Part II of the Agend, which were only for information of members, the necessary files were placed on the table.

15. It was decided to hold the next meeting of the Committee, on Thursday, the 27th July 1944, at 12 Noon, in the Secretariat, Bombay.

J. V. Muzumdar.

Secretary,

30th June 1944. Provincial Labour Supply Committee,

Bombay.

34 435

(Draft) Minutes of the Second Meeting of the Provincial Labour Supply Committee held in the Secretariat, Bombay, on Thursday the 27th July 1944 at 12 noon to discuss the accompanying Agend.

- - - - -

Present

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - S. V. Joshi, Esq., B.A. (Cantab), Commissioner of Labour.

W.H.E.Garred, Esq., I.S.E., Chief Engineer and Secretary to Government, P.W.D.

D.R.Pradhan, Esq., I.C.S., Chiarman, National Service Labour Tribunal, Bombay.

Col. K. A. Gosnell, A.Q.M.G., 110 L. of C. Area.

Col. A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt. Col. P.S.Whitehead, A.A. & Q.M.G., 167 L. of C. Sub-Area.

Major A.F.Scott, Deputy Recruiting Officer, Poona.

P.J.Hanly, Esq., I.S.E., Superintending Engineer, Western Circle, Central P.W.D.

A. J. Saldanha, Esq., Deputy Chief Engineer 'Maintenance' G.I.P.Railway.

E.M.Bilimoria, Esq., President, Western India Builders' Association.

Secretary - Rao Saheb J. V. Muzumdar, B.A.

The following were also in attendance.

Lt. Col. G.W.Holland, Assistant Director, Pioneers and Labour 'Southern Army'.

Captain J.R.P.Ottley, D.A.D., Labour and Pioneer (108 and 110 L. of C. Areas).

Major W.Reeve, D.A.Q.M.G., H.Q. 108 L. of C. Area (attended in place of Lt. Col.Marsh).

Lt. Col. G.C.Marsh, A.Q.M.G.,108 L. of C.Area and Lt. Col.F.C.Booty, A.A. & Q.M.G., 166 L. of C. Sub-Area, sent apologies for their inability to attend.

(Agenda Para I)

2. Item 1 The minutes of the last meeting held on 29th June 1944 were read by the Secretary and passed with the amendments and alterations received from some of the members and Chairman of some of the Regional Committees, subject to a few modifications. The minutes as finally passed, are being separately issued.

3. Item 2: The suggestions received from the Chairmen of the various Regional Committees, in respect of the personnel of those Committees were considered and accepted with certain modifications as stated in para 2 supra. The composition of these committees as accepted is shown in the attached lists.

The Chairman announced that he has approved the nominations of the following representatives of workers for appointment as members of the P.L.S.C. .-

1. Representative of the Bombay Provincial Trade Union Congress - Mr.S.C.Joshi, M.A.LL.B.,M.L.A(Bom
2. Representative of the Provincial Committee of the Indian Federation of Labour - Miss Mani Ben Kara(gxon her expected return from England towards end of August).

These nominations have been forwarded to the Government of Bombay for being notified in the Gazette and for communication to the Government of India.

4. Item 3: The Secretary's report regarding the Evacuation Camps near Vikroli and Thana, was read and discussed. The Camp near Thana, was considered to be more suitable as it affords scope for future expension. It was decided that a Sub-Committee of the following Officers should be appointed to go into the question of setting up a Labour Supply Depot in the Thana Camp immediately and put up considered preliminary proposals necessary for this purpose:

Chairman - The Collector of Thana (To be requested to ~~xx xxxx~~ accept this).
Members - Military Representative (to be suggested by 167 L. of C. Sub-Area).
Sub Divisional Officer, Thana (P.W.D.).
Secretary, P.L.S.C.

It was suggested that a retired commissioned Officer or a retired V.C.O. would be suitable for appointment as a Group Commander for the Depot. Commandants of 108 & 110 L. of C. Areas may be asked if such an Officer would be available and if so, to suggest the terms on which one could be appointed.

5. Item 4: The Chairman stated that on the basis of the reports received from the Commissioner of Police, Bombay and the Collector, Bombay Suburban District, the Government of India were informed that unskilled labour imported from Cochin has not been employed in any of the Mills, factories, workshops or industrial concerns in Bombay City, nor has the presence of such labour been noticed in the Bombay Suburban District.

6.....

6. Item 5. The Chairman read out letter No. 385080, dated 12-7-44 from A.A.& Q.M.G. 467 L. of C. Sub-Area and the minutes of the Committee meeting held by him to fix rates for unskilled labour within the Sub-Area (excluding Ahmedabad and Baroda). It was explained by Lt. Col. Whitehead that the rates shown in the minutes for the various classes of coolies, were the existing rates followed by the different Military Services and other Employers in the Sub-Area referred to.

It was decided that these rates should be sent to the Regional Labour Supply Committees for Bombay City, Bombay Suburban District and Kalyan for information with instructions for submitting proposals for fixing wage rates for the various classes of unskilled labour in their areas, after taking into consideration the recommendations of the Sub-Committee appointed to lay down minimum standards of conditions of Service e.g. Grainshops, Housing, Sanitation etc.

(Agenda Part II)

7. Item 1.- The report of the preliminary meeting held on 21-7-44 by the Sub-Committee appointed to lay down minimum standards of conditions of service was then read and discussed.

The opinion of the Sub-Committee (para 5 of the report) that the conditions suggested by them should be made the standard and not minimum conditions to be observed by all employers was not accepted. The Committee decided that the Sub-Committee should lay down minimum standards of conditions of service which all employers must provide for all unskilled labour. Any conditions more liberal than this minimum standard should not be prevented or discouraged but if allowed by any employer they should be reported to the Regional Committee concerned or the P.L.S.C., so that they could be taken into consideration while fixing wages. Further the grading of labour into categories and fixing a minimum standard for each would cover all kinds of unskilled labour, whether employed by Contractors or Departmentally by the Provincial P.W.D., the Central P.W.D., the Railways or the B.P.T. etc.

8. Items 2,3 & 5: These were only for information.

9. Item 4. The letter from the Government of India, Department of Labour, No.L.-MP 3/123 dated 23-6-44, forwarding G.H.Q., India, Q.M.G.'s/letter No.8798/Q/Maint, dated 22-5-44 (regarding

responsibility for administrative arrangements for imported civil Labour), was read at the request of Col.Gosnell, A.Q.M.G., 110 L. of C. Area. Itwas directed that a copy of the correspondence should be forwarded to -

A.Q.M.G. 108 L. of C. Area.

A.Q.M.G. 110 L. of C. Area.

A.A. & Q.M.G. 166 L. of C . Sub Area.

A.A. & Q.M.G. 167 L. of C. Sub Area.

All Regional Committees.

10. Item 6: Regarding the consolidated statement of statistics received in Form A so far received from Contractors, the Chairman informed the members that no one had any surplus Labour.

Supplimentary Agenda.

11. Item 1: The Chairman read out the repott of the enquiry submitted by the Superintending Engineer, Western Circle, Central P.W.D. on the complaint against the Hindustan Construction Company regarding issue of free grain to coolies working at Sambre and also the conclusion of the Superintending Engineer that there was no evidence to show that the Company were issuing free grain totheir labour and that in his opinion the activities of the company at Sambre had in no way affected the Belgaum labour market.

(110 L of C. Area (Major Barnes) was informed as above).

12. Item 2. Government of India, Department of Labour, Lette No.L-MP 14/6, dated 4-7-44. regarding recruiting in colliery areas was placed on the table for information. It does not affect Bomba

13. Item 3. Government of India, Department of Labour, lette No. L-MP 18/30, dated 11-7-44, asking for the Committee's views regarding improvements in the working of the unskilled labour supply problem was read.

It was decided that the existing Depots in other Provinc should be written to and requested to inform this Committee of the results of their experience.

14. Item 4 . It ~~is~~ was considered sufficient to forward to the Government of India, a copy of the letter No.S.SA/184, dated 16-7-44, addressed by the A.D.R., Southern Army, Poona to the Director of-Recruiting , G.H.Q.(I) A.C.'s Branch, Meerut Cantonmer regarding supply of lists of persons considered suitable for super visory posts in connection with supply of unskilled labour.

The...

the P.L.S.C. may be given to the Regional Committee

to the P.L.S.C., names and details of any such men as he may come across.

15. Item 5. The minutes of the Poona Regional Labour Supply Committee meeting held on 19-7-44 were read.

It was decided that the Poona Regional Committee be informed that their minutes in regard to important questions should be given wide circulation. Those about any points of military importance should be noted by the senior Military Officer concerned who was present at the meeting, so that he would be able to take them up with the Army.

The suggestion regarding possibility of making prisoners of War available for employment as unskilled labour was not accepted, they being more suitable for skilled labour.

The suggestion to increase the rate of recruitment the Bombay Civil Pioneer Force with a view to form a Dehu Road Civil Pioneer Force was not considered practicable as this training includes military training and would take too long.

The remaining two suggestions regarding opening of Labour Supply Dppots where necessary and taking of 'rejects' from Recruiting authorities, are already under consideration separately.

16. It was decided that the duties of Regional Committees should be clearly stated for their guidance, on the basis laid down by the Government of India in the Annexure to their letter No.L.R.91 dated 13-1-44.

Copies of minutes of the meetings of the P.L.S.X. or relevant extracts therefrom should be forwarded to the Regional Committees for guidance or action as may be necessary.

17. It was decided to hold the next meeting of the P.L.S.Committee on Thursday the 31st August 1944, at 12 noon. in the Secretariat, Bombay.

J. V. Huzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
28th July, 1944.

Composition of the various Regional Labour Supply Committees under the Provincial Labour Supply Committee, Bombay.

- - - - - - - - - -

Regional Labour Supply Committee, Bombay City.

The Commissioner of Police, Bombay - Chairman.

Representative of B.B.& C.I.& G.I.P.Railways (the Divisional Engineer, G.I.P.Railway, Bombay).

Representative of Private Employers - Mr. R.G.Gokhale, Labour Officer, Millowners' Association.

Representative of Supply Department - Controller of Supplies, Bombay or his representative.

Representative of Contractors (Mr. Motichand G. Shah, representing the Western India Builders' Association).

City Engineer, Bombay Minicipality.

Executive Engineer, Bombay Municipality.Presidency Division.

Assistant Recruiting Officer, Bombay.

Labour Officer, Bombay.

A.A. & Q.M.G. 167 L. of C. Sub Area.

C.R.E., Bombay .

Representative of Commodore, R.I.N.

Representative of the Director General of Shipbuilding and Repairs.

Representative of Base H.Q., R.A.F.

Representative of Deputy Director, Ordance Stores, General H.Q., Ordnance Depot.

Full time Secretary.

Note.Additional members such as General Manager, Docks and Railway, B.P.T., can be coopted if and when required.

Regional Labour Supply Committee, Bombay Suburban District.

The Collector of Bombay Suburban District - Chairman.

Representative of B.B.& C.I. & G.I.P.Railways - The Executive Engineer, B.B.&.C.I.Railway, Bombay.

The Executive Engineer, North Thana Division, Bandra.

The Hydraulic Engineer, Bombay Municipality.

D.A.Q.M.G., 167 L. of C. Sub Area, C/o A.B.P. O. 13.

Representative of Deputy Director, Ordnance Stores, G.H.Q., Ordnance Depot.

D.A.D.S.T., 167 L, of C. Sub-Area, C/o A.B.P.O.13.

C.R.E., Bombay.

A.R.O., Bombay (Captain Gray).

District Deputy Collector, Bombay Suburban District.

Represen

Representative of Central P.W.D. and Aviation Department-
-Executive Engineer, Bombay Aviation Division
(Mr. M.C.Rhodes).

Representative of Private Employers -x Mr. Akbar A.Chinoy,
Bombay Garage, Santa Cruz).

Representative ofContractors -(Mr. R.K.Patkar, Patkar
Construction Company, Bandra).

Mr. P.P.Kapadia of Messrs. TejuKaya & Co.

Full time Secretary.

Regional Labour Supply Committee, Kalyan.

The Collector of Thana - Chairman.

The Executive Engineer South Thana Division (or in his
Absence the A.E.)

Representative of Building Contractors - To be coopted
when necessary.

Brick ~~Controller~~ Controller for the Province of Bombay.

Divisional Engineer, G.I.P.Railway.

A.R.O., Bombay.

C.R.E., Kalyan.

Commandant, Transit Camp, Kalyan.

O.C., Ordnance Factory, Ambarnath.

Officer I/C Supplies, Kalyan.

Full time Secretary.

Regional Labour Supply Committee, Poona.
(for Poona, Kirkee and Dehu Road).

The Collector of Poona - Chairman.

A.A. & Q.M.G. 166 L. of C. Sub Area.

D.C.E. 110 L. of C. Area.

D.A.D.S. & T 166 L. of C. Sub Area.

Representative Kirkee Ammunition Factory.

Administrative Commandant, Dehu Road.

Civil Pioneer Depot.) one representative
C.M.T. Stores Depot.) from each of these
Dehu Ammunition Depot.) Ordnance Depots.
Central CombinedOrdnance Stores.)

Divisional Enginggr, G.I.P.Railway.

Executive Engineer, C.P.W.D.

Executive Engineer, Poona Division.

Representative Civil Manufacturing Firms -
(Deccan Paper Mills.
(Tata's.
(Raja Bahadur Mill etc.).

Representative of Western India Builders' Association
E,M. Bilimoria, Esq.)
R.O., Poona or A.R.O., Poona.

Regional Labour Supply Committee, Nasik
(including Deolali, Manmad, Bhusawal, etc.)
with Head Quarters at Nasik.).

The Collector, ~~of~~ of Nasik - Chairman.

Lt. Col.P.H.Ogleskan, A.A.&Q.M.G.,H.Q.165 L.ofC. Sub Area.

Lt. Col.S.J.Emerson,C.R.E.,(M.E.S.) Deolali.

Major W.W.Falconer-Green,I.R.S.D.,Manmad.

Major W.Kellard,O.O.Ordnance Depot, Nasik Road.

Captain R.Stenson, R.O.,Nasik.

Master Security Printing Press, or his representative.

Executive Engineer, P.W.D.Nasik Division(Roads & Buildings)

Bridge Engineer, G.I.P.Railway, Manmad.

Divisional Engineer, Bhusawal.

Representative of Private Employers - Seth Lalchand Hirachand, Rawalgaon Sugar Farm,(Taluka Malrgaon).

One Military Contractor(Name will be reported shortly by the Collector, Nasik).

Mr.W.G.Blandon of Messrs.Pallonji Eduljee & Sons, New Chamni Road, Bombay.

Nominee of Messrs. Burma Shell & Co.

Full-time Secretary.

Regional Labour Supply Committee, Ahmedabad.

Collector of Ahmedabad - Chairman.

Administrative Commandant.

A.R.O., Ahmedabad.

Executive Engineer, Ahmedabad Division.

Representative, B.B.&.C.I.Railway - Executive Engineer, B.B.& C.I.Railway, Ahmedabad.
Representative of the Millowners' Association.
Representative of the Textile Labour Association.

Regional Bbour Supply Committee, Belgaum.
(including Hubli & Dharwar).
Collector of Belgaum - Chairman.

Staff Captain H.Q.170 L. of C. Sub Area.
Representative of Forest Department - Sub Divisional Forest Officer, Belgaum (Mr.H.V.Warty).
Executive Engineer, P.W.D., Belgaum Division.
Executive Engineer, Central P.W.D.,Poona.
Representative, M.S.M.R.Railway- the District Engineer, Belgaum.
A.R.O., Belgaum.
Garrison Engineer, Belgaum.
Representative of Private Employers & Contractors - Manager, Bharat Mills, Hubli,
Government and Military Contractor -Mr.A.A.Cheewala,M.L.A.

Full time Secretary.

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Abbrev. Tel.Address:
'PLABSUPCOM'

No.L.S.C.3.
~~Office Supply Committee, First Floor~~
Office of the Secretary, Provincial
Labour Supply Committee, First Floor
(North Wing), Secretariat, Bombay.
2nd August 1944.

From

Rao Saheb J.V.Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To

W.H.E.Garrod, Esq., I.S.E.,
Chief Engineer and Secretary to Government, P.W.D.

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply Committee, Bombay, held on the 27th July 1944 and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 8th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 noon on Thursday the 24th August 1944.

Yours obedient servant,
J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

The minutes are confirmed and the undersigned was present for the 29th and not the 31 st.

Id/-
4/8/44

Copy, with a copy of the draft minutes referred to forwarded for information to the Political and Services Department.

Labour Supply Depot.
Appointment of Sub-Committee for going into the question of setting up a

PROVINCIAL LABOUR SUPPLY COMMITTEE, BOMBAY

Order No:L.S.C.1(iv).

Bombay, the 3rd August 1944.

Extract para 15 of Annexure to the Government of India, Department of Labour, letter No.L.R.91 dated 13-1-44.-

" Setting up of Labour Supply Depots : -(a) In all areas in which there is supplus unskilled labour likely to be available for export either from the area or from the Province the question of setting up 'Unskilled Labour Supply Depots' on the lines of that setup by the U. P. Government at Gorakhpur should be considered.

(A separate letter will follow on the detailed organi-sation and working of a Labour Depot).

(B) The organisation and management of such depots will be the responsibility of the province in which they are set up and that province will remain responsible for the actual payment of labour employed on work and for ensuring that necessary ration and welfare arrangements are made for the labour in areas to which it is transferred to work.

Note.- It is of course open to the province of orgigin to delegate these duties to the province of work or the employing department but the responsibility will be of the province of origin.

(c) The entire cost of setting up and running the depots will be a charge on the Centre, but from the time of labour leaving a depot till its return the province will remain responsible that the entire costs incurred (including supervisory costs) of labour are recovered from the 'employer' to whom the labour is supplied."

Read Government of India, Department of Labour, Letter No.L.R. 91, dated 10-4-44.

Read Government of India, Department of Labour Memorandum No.L.R.94, dated 24th April 1944.

Read Government, of India, Department of Labour, Memorandum No.L.R.94(i), dated 24th April 1944.

Read Government of India, Department of Labour, Letter No.L.MP 5/239, dated 8th June 1944. Read-....

Read Government of India, Department of Labour,---- No.L-MP 5/239, dated 8th June 1944.

Read Government of India, Department of Labour, Letter No.L-MP 5/231, dated 7th June 1944.

Extract para 6 from the minutes of the P.L.S.C.meeting held on 29th June 1944.-

" (Item 4)..-The suggestion of the Government of India, regarding making use of personnel rejected by the Defence Services Recruiting Organisation, for employment as unskilled labour, was approved. It was decided that the Assistant Director of Recruiting, Southern Area, Poona, should be requested to furnish names and other necessary details of 'rejects' and information as to where and when, likely employers should be directed to meet him for taking over such personnel.

The Committee also agreed to examine the possibility of setting up a Labour Depot directed by the Government of India in para 15 of the Annexure to their letter No.L.R.91 dated 13th January 1944 and directed the Secretary to make enquiries from the Labour Supply Depot, Gorakhpur to ascertain how they operated their depot.

The possibility of using one of the A.R.P. evacuation Camps near Bombay as a Labour Supply Depot will also be examined."

Read report dated 24th July 1944 from the Secretary, Provincial Labour Supply Committee regarding the A.R.P. evacuation Camps near Vikroli and Thana.

Extract para 4 from the draft minutes of the Provincial Labour Supply Committee meeting held on the 27th July 1944.-

" Item 3.The Secretary's report regarding the Evacuation Camps near Vikroli and Thana, was read and discussed. The Camp near Thana, was considered to be more suitable as it affords scope for future expansion. It was decided that a Sub-Committee of the following Officers should be appointed to go into the question of setting up a Labour Supply Depot in the Thana Camp immediately and put up considered preliminary proposals necessary for this purpose.-

Chairman - The Collector of Thana(To be requested to accept this).

Members - Military Representative (to be suggested by 167 L. of C. Sub Area).

Sub.....

Sub Divisional Officer, Thana (P.W.D.).

Secretary, P.L.S.C.

It was suggested that a rejected commissioner Officer or a retired V.C.O. would be suitable for appointment as a Group Commander for the Depot. Commandants of 108 and 110 L. of C. Areas may be asked if such an officer would be available and if so, to suggest the terms on which one could be appointed."

ORDER:-In pursuance of the decision arrived at by the Provincial Labour Supply Committee at its meeting held on the 27th July 1944 under the Chairmanship of the Adviser(Home) to H.E. the Governor, the following Sub-Committee has been appointed to go into the question of setting up a Labour Supply Depot in the evacuation Camp near Thana immediately and to put up considered preliminary proposals necessary for that purpose :-

Chairman - The Collector of Thana.

Members - Military representative (to be suggested by 167 L. of C. Sub Area).
Sub-Divisional Officer, Thana, P.W.D.
Secretary, Provincial Labour Supply Committee.

By order,

J. V. Huzurdar.

Secretary,

Provincial Labour Supply Committee, Bombay.

To

The Collector of Thana and Chairman, Regional Labour Supply Committee, Kalyan. (With a plan of the Evacuation Camp near Thana -to be returned please when not required.)
A.A. & Q.M.G., 167L. of C. Sub Area.
Sub Divisional Officer, Thana, P.W.D.

With a copy of the report dated 24-7-44 by Secretary, P.L.S.C. referred to .

Executive Engineer, South Thana Division,

Superintending Engineer, Northern Circle,

Chief Engineer and Secretary to Government, P.W.D

5

No. A 1051
Recruiting Office,
Poona, D/20th July 1944.

To

The Secretary,
Provincial Labour Supply Committee,
Rooms Nos. 75 & 76, First Floor(North Wing),
Secretariat, BOMBAY.

Sub:- Provision and Supply of Unskilled Labour.

Ref:- Your No.L.S.C.22, dated 11th July1944.

Asst. Recruiting Officer, Poona, suggested that his rejects should be taken over by labour pool representatives at the office of the D.S.P., Poona, every Thrusday at 14-00 hours and every Saturday at 15-00 hours. Dischargees from Recruits' Reception Camp, Poona, can be handed over at the same time and place.

2. Recruiting representatives will be in possession of nominal rolls induplicate. These will be signed by Asstt. Recruiting Officer, Poona/Officer Commanding, Recruits' Reception Camp, Poona and should be counter-signed by the labour pool representatives. One copy will be retained by A.R.O. Poona/O.C., R.R.C. Poona, as a receipt, and the other handed over by the Pool representatives to the Pool Supervisor.

3. Will you please let me know if the above scheme meets with your approval and from what date it should be brought.

Sd/-
Major,
for Colonel,
Recruiting Officer, Poona.

Copy to :- A.R.O.Poona.)
Commandant, R.R.C., Poona.) for information.

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Tel.

Abbrev: Address:
'PLABSUPCOM'

No.L.S.C.22/282
Office of the Secretary, Provincial Labour Supply Committee, First Floor, (North Wing), Secretariat, Bombay. 9th August 1944.

Letter.

To

The Recruiting Officer,
Poona.

Reference. Your letter No.A1051 dated 20-7-44.

The arrangement proposed by you seems suitable.

The main employers of labour e.g. the military authorities, the Central and Provincial Public Works Departments and the Railway authorities in Bombay, Poona and Deolali are being informed of the proposed arrangement with an intimation that it should be availed of with effect from Thursday the 17th August 1944.

J. V. Mazumdar.
Secretary,
Provincial Labour Supply
Committee, Bombay.

Copy with copy of the Recruiting Officer's letter referred to, forwarded with compliments to the under mentioned officers for information and necessary action with reference to the concluding para of the above letter .-

A.A. & Q.M.G., H.Q. 108 L. of C. Area,

A.Q.M.G. 108 L. of C. Area,

A.A. & Q.M.G. 167 L. of C. Sub Area,

A.Q.M.G., 110 L. of C. Area,

A.A. and Q.M.G., 166 L. of C. Sub Area,

D.A.D. Labour and Pioneers 108 and 110 L. of C. Areas,

Superintending Engineer, Western Circle, Central P.W.D.,

Chief Engineer and Secretary to the Government of Bombay, P. W. D.

General Manager, G.I.P. Railway,

General Manager, B.B.& C.I. Railway.

2. It is requested that the officers named above will kindly instruct their local officers at Bombay, Poona and Deolali to take necessary steps (in direct communication with the Recruiting Officer Poona to avail of the arrangement of taking over army rejects for employment as unskilled labour.

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Copies forwarded with compliments to -

The Commissioner of Police and Chairman, Regional Labour Supply Committee, Bombay City.

The Collector of Bombay Suburban District and Chairman Regional Labour Supply Committee, Bombay Suburban

District, Bombay.

The Collector of Thana and Chairman, Regional Labour Supply Committee, Kalyan.

The Collector of Poona and Chairman, Regional Labour Supply Committee, Poona.

The Collector of Nasik and Chairman, Regional Labour Supply Committee, Nasik.

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Copy of a letter from the Government of India, Department of Labour, No.L-MP 18/30, dated the 11th July 1944.

Subject.- Unskilled Labour Supply.

" The position regarding supply of unskilled labour remains difficult. We have so far been unable to meet the Army's requirements. We foresee more demands in the near future, and we confidentially believe that civilian agency can, if our efforts are rightly directed, do more than what we are at present doing to meet army requirements.

2. Our letter No.L.R. 91 of 13th January 1944 attempted to provide for -

(1) a measure of coordination by means of Unskilled Labour Supply Committees, and

(2) an increase in mibility by the setting up of Labour Supply Depots.

3. Some Labour Supply Committees have already been set up and are functioning effectively, but there is much more to be done both in general coordination of labour supply and in wage control and we hope Provinces will do everything possible in this regard.

4. Labour Depots, in addition to the Gorakhpur Labour Depot which had been functioning for some time before out letter, have been newly opened at

Saran (Dt.Chapra, Bihar),
Jharsuguda (Dt.Sambalpur, Orissa),
Berhampur (Dt.Ganjam, Orissa),
Peddapuram (Dt.East Godavari, Madras).

This seems a rather poor result and we feel that the proved need for increased supplies of labour drawn from wider areas necessitates the opening of more and more depots. It is not necessary that a depot should be capable of supplying large quantities of labour a depot that will supply 5000 labour is well worth while. We hope that all Provinces will find it possible (with our concurrence) to set up more Labour Supply Depots - the cost of which we are prepared to meet. The urgency of opening depots wherever surplus labour (even no more than 5000) is likely to be available cannot be overestimated.

5. Experience has shown that if "imported labour" is to prove a success on works, it must have adequate supervision, and in certain cases it may be found necessary to provide for train-

ing of Supervisors. The most suitable method of training (at present available) in probably with Provincial or Central P.W.Ds, (we already have a training scheme under Superintending Engineer, Eastern Aviation Circle, Central P.W.D.) and we would be prepared to consider (and after approval pay for) any schemes of training. It is hoped that the Army may shortly have in being a team of experts ready to assist in such training.

6. Two further suggestions have recently been made Here which should be followed up .-

(a) The replacement wherever possible of Indian Pioneer Corps, Civil Pioneer Force, and other imported labour in Provinces (other than Assam and Eastern Bengal) by locally recruited labour, thereby releasing imported labour for employment elsewhere Possibilities of this may be greater in Western than in Eastern India, but wherever the possibility exists we hope Provinces willtake immediate action. A list of units which it might be found advisable to replace by local labour will be sent shortly.

(b) More effective arrangements in cooperation with the recruiting organization of the Army to "gather in" Army 'rejects' into labour units or other unskilled labour employment. It is naturally impossible to contemplate the employment of diseased or unfit personnel but it may be possible to employ slightly under-nourished labour, taking care to see that such labour is properly nourished (possibily in Labour Depots) before being put on hard work. We hope that all Provinces will investigate this possibility forthwith in consultation with Army recruiting staffs.

7. To sum up, the Government of India would be grateful if the Provincial Government recognising the urgent importance of this unskilled labour supply problem would examine without delay the following matters -

(a) Whether any improvement is required or possible in the working of the Provincial Labour Supply

Committee.....

Committee and of District or Regional Committees that may already have been set up, and whether there is advantage in setting up further district of Regional Committees.

(b) How best to gather into effective employment whether through Labour Supply Depots or otherwise "rejected" recruits from the Army.

(c) Where within the province are the most suitable places for opening Labour Supply Depots and whether it is worth while to open depots there.

(d) Whether there is an opportunity of recruiting local labour to replace any Indian Pioneer Corps, Civil Pioneer Force, or other imported labour (this matter could perhaps best be considered first by the Labour Supply Committees).

(e) Whether in connection with labour to be recruited through Labour Supply Depots it is necessary to set up any training scheme for Supervisors. If so, a separate report should be sent to the Central Government asking for sanction to the setting up of such a scheme.

8. We would again stress the urgency which we attach to this matter in the interests of the War effort and operations and would be grateful if any early reply could be sent.—

(i) of action when in regard to (b) and (d)

(ii) of proposals in regard to (c) and (e)

(iii) generally on (a) "

Reports of the Sub-Committee appointed in Provincial Labour Supply Committee's Order No.L.S.C.1(iv) dated 3rd August 1944 regarding the opening of a Labour Supply Depot near Thana.

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The Composition of the Sub-Committee was as under:-

1. Mr. G.V.Bedekar, I.C.S., Collector of Thana and Chairman.

*2. Captain T.R.Hayes, Staff Captain, Q. 167 L. of C. Sub-Area.

*(In place of Major H.Meller, D.A.Q.M.G.H.Q.167 L. of C. Sub-Area.

3. Mr. D.A.Rathod, Sub Divisional Officer (P.W.D.)

4. Rao Saheb J.V.Muzumdar, Secretary.

1. The site was inspected from 10 A.M. to 11-30 A.M. on the 11th August 1944 and the Committee then met in the Collector's Officer, Thana.

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2. (Preliminary).

The only or the main source of supply of labour for the depot will be the army 'rejects' from Poona and Bombay.. The regions which will indent on the depot will be Bombay, Kalyan, Poona and Nasik and there being a shortage of labour in all these regions, the recruits received at the depot are likely to be drafted to work without delay. In view of this, we consider that accommodation for 1000 persons shoula be made at the depot immediately and plans, which can be put into effect without delay, should be prepared for reserve accommodation of another 1000 persons, making in all 2000 persons, which figure is not likely to be exceeded.

3. (Labour Officer at Recruiting Centres).

There should be Liaison or Labour Supply Officers at the recruiting centres of Poona and Bombay to contact the 'rejects', select those who are prima facie fit to work as labourers, and arrange to send them to the depot.

4. (Staff at the Depot).

At the depot, the labour will be received by the Group Commander and his staff and kept at the depot pending despatch to the receiving centres on indents received.

We suggest that as soon as the Group Commander is appointed, he might be asked to visit Gorakhpur, study the working of Gorakhpur Depot and settle the question of staff under him. (e.g. Unit Commanders, Overseers-Sardars, Clerks, Storemen, Cooks, Servants, Sweepers, Coolies, etc.).

5. (Acquisition of the Premises).

The consent of the Trustees of the Wagle Estate should be obtained to the use of the estate as a Labour Supply Depot or failing that the requisite area and buildings should be requisitioned.

6. (Water Supply).

There...

These are wells on the estate but they are not in a good condition and there will be difficulties in drawing water from the wells, storing it and carrying it to the huts, etc. We therefore recommend that a pipe line from the Tansa Mains, which are close to the estate be laid to provide water to the capacity of 30,000 gallons a day (at the rate of 15 gallons per head for 2000 persons, inclusive of the reserve strength). Water stand posts should be erected at suitable points near the Pucca huts, staff quarters and offices and also near the Kacha huts which are to serve as reserve accommodation, the latter being locked until required. Steps should be taken immediately to make necessary arrangements with the Bombay Municipality for water supply, etc.

7. (Washing).

Washing will be done at the tank which has water throughout the year. A washing platform (Dhobi Ghat) should be provided to accommodate about 25 persons at a time.

8. (Huts for Men).

The three pucca huts on the hillock (one 200' x 36', two 150' x 36' each) should be used to accommodate 1000 men and to provide kitchens. The small hut to the East near the tank required repairs, ~~repairs~~ and in carrying out these repairs, kitchen ranges should be built, flues, store rooms, washing places, etc., provided in the Northern half of the hut. The Southern half of the hut together with the two other huts will accommodate 1020 person at the rate of 15 Sq.ft. of floor space per head. Reserve accommodation for another 1000 persons is ~~xxx~~ available in the Kacha huts Nos. 1 & 2 (each 252' x 32'). All the five huts should be repaired, and provided with cowdung floor and the area round the reserve huts should be cleared.

9. (Quarters for the Staff).

The strength of the staff will be approximately 1 Grou Commander, 2 Unit Commanders, 20 Overseers, 10 Clerks; 20 Cooks, 10 Sweepers and peons, Chowkidars etc.

The bungalow near the entrance (close to the Agra-Road) should be used as office. The quarters for the superior staff will be in the ~~x~~two bungalows at the Northern extremity of the Estate, the two out-houses, and the chawal near the bungalow.

The.....

The estate servants should be shifted from the chawl to temporary hut No.14. The rest of the staff will be provided in hut No.6 (for overseers and Cooks), and hut No.7 (for sweepers). These Kacha huts should be carried out to make them suitable for the use of the staff. One block of latrines should be constructed for the Group of buildings to the North viz. 2 bungalows and 2 out-houses and Chawl and another block with washing arrangements to the West of hut No.7 for the staff occupying hut No,6 Sweepers will use the trench latrines meant for the labour.

have asbestos roofing and necessary alterations should

The stone building adjoining the road to East of huts Nos. 2 & 3 should be used as "Store". This building has two rooms each about 25' x 12'.

10. (Roads).

The estate road from the Agra-Road to the Northern extremity should be repaired for making motor traffic. A branch road should be constructed from this road right to the kitchen. Foot paths should be provided from the huts to the latrines, urinals and tank, also from store-room to the reserve huts Nos. 6 & 7 and to the block of latrines at the back.

11. (Sanitary arrangements).

Fly proof trench latrines with 30 seats (at the rate of 3 per 100) should be provided in 4 blocks on the hill to the North of the Pucca huts. There should be two blocks of urinals one about 10' long with 7 seats and the second about 5' long with 3 seats. The urinals should be on the same hillock towards the West. Construction of latrines and urinals in separate blocks is recommended, so that one or more can be reserved for women labour, if it comes to the depot.

An incinerator should be located towards the North or North East of the latrines.

The Assistant Director of Public Health should be asked to have the sites propsed for latrines and urinals inspected immediately.

12. (Medical).

Arrangements should be made for a Doctor from the Civil Hospital, Thana, to visit the depot daily in the morning.

If a large number of workers pass through the depot daily, it might be necessary to have a full time Medical Officer.

Serious cases should be trated at the Civil Hospital, Thana.

A room 18' x 24' should be constructed facing the office bungalow, adjoining the Agra Road,. It should be divided into an office room 12' x 18' and an inspection room 12' x 18' . The longer side of this block should be long the road boundary.

13. (Gunny Bales).

There are gunny bales lying scattered in two of the pucca huts. These, we understand, have been sold to a contractor. The bales should be removed by the purchasers immediately, else they may be stored in kacha hut No.5 pending final removal.

14. (Supply of Controller Articles).

As the various items of repairs and new contractions will have to be carried out without delay, action should be taken now to secure necessary priorities for supply of controlled articles like cement, pipes, bricks, asbestos sheets, hardware required for fixtures, etc., and also for supply of petrol coupons to lorry owners.

The Sub Divisional Officer is being requested to keep plans and estimates ready for various works on the basis of the proposals made in this report and to submit them to the ~~xxxxxx~~ Secretary as early as possible.

15. Scales of Floor Space and Latrine Seats.

We have adopted scales which we consider suitable for labourers in transit, with due regard to the scales given in Col. Armitage's H.E.S. Scales.

Sd/- J.V.Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay,
Bombay, 17th August 1944.

Sd/- G.V.Bedekar.
Chairman,
Sub-Committee.

APPENDIX

showing minimum Standards of Conditions of Service

for employment of Unskilled Labour.

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1. Food & necessaries of life. In view of the prevailing food situation proper arrangements shall be made by all immediate employers of unskilled labour, for the supply of all basic food grains and other necessaries, of life (e.g. Sugar, Salt, Oils, fuel, and Kerosene etc.) at the site of work or other convenient location, at the controlled rates and according to the ration units laid down.

2. Water. The employer shall provide an adequate supply of water for the use of labourers. The provision shall not be less than :-

3 gallons of pure and wholesome water for drinking purposes, per head per day

and

3 gallons of clean water for bathing and washing purposes, per head per day.

Where piped water supply is available, supply shall be at stand posts and where the supply is from wells or rivers, tanks are to be provided. These tanks should be of suitable metal or masonry (with taps.)

3. Hutting & Accommodation. The employer shall build a sufficient number of huts on a suitable plot of land for the use of the labourers according to the following specifications :-

(1) Kacha huts of locally available material shall be constructed.

(2) A good site shall be selected. High ground, removed from jungle but well provided with trees shall be chosen wherever it is available. The neighbourhood of rank jungle, grass or woods should be particularly avoided, Camps should not be established close to large cuttings or earth work.

(3) The lines of huts shall have open spaces of atleast 10 yards between rows. When a good natural site cannot be procured, particular attention should be given to the drainage.

(4) There should be no overcrowding. Floor space at the rate of 25 Sq.ft. per head shall be provided. Care should be taken to see that the huts are kept clean and in good order.

(5) The employer must find his own land and if he wants Government land, he should apply for it and pay assessment for it.

In case of works to be carried out in the monsoon, the huts should be provided with suitable roofing such as Kavli leaves or grass thatching.

4.....

4. Latrines and Urinals. The employer shall construct trench or semi permanent latrines for the use of labourers on the scale of not less than 4% of the total strength, separate latrines being provided for men and women. Urinels too, should be provided at the same scale (viz. 4% of total strength), separate provision being made for women. Soak pits should be provided In addition edd latrine seats should be provided for men and women ~~xxx~~ at convenient places on the sites of work.

5. Sweepers. The employer shall provide one Sweeper for every 200 persons for the 'pan' system and one sweeper for every 400 persons for the 'trench' system, plus one Jemadar for each party of 20 sweepers or part thereof.

6. Disposal of Excreta: The Employer shall arrange for the disposal of excreta from latrines, by trenching or incineration according to the requirements laid down by the Health or Sanitary Officers.

7. Washing or Bathing places : The employer shall construct a sufficient number of bathing and washing places for women only, every ~~xx~~ unit of 25 women being provided with a separate bathing and washing place which should be suitably screened.

Washing places and bathing places foe men should also be provided. Every unit of 50 men shall have atleast one washing and bathing place.

8. Drainage: The Employer shall make efficient arrangements for draining away sullage water as well as water from bathing and washing places and shall dispose of this waste water in such away as not to cause a nuisance.

9. Weekly Off-day. No work shall be done on one day every week without the sanction in writing of the Engineer-in-Charge.

10. Employment of Female Labour: Employment of female labour on works in the neighbourhood of soldiers' barracks should be avaided.

11. Workmen's Compensation Act. The Employer shall be responsible for, and shall pay compensation for, workmen payable under the Workmen's Compensation Act, 1923(VII of 1923) for injuries to the workmen.

12. Age.No employer shall employ any person who is under 12 years of a

13. Daily payments.Every Employer shall be required to pay his labour daily in case of emergency, as may be decided by the Engineer-in-Charge.

14.....

Health(Medical Arrangements for). The principal employer shall be responsible for the supply of medical personnel, equipment and drugs. The scale of medical personnel equipment and drugs shall be laid down by the Public Health Department of the Local Government.

Note 1: The word "Employer" occurring in each of the conditions - exceptim the last one regarding "Health etc." should be taken to mean the immediate Employer, as specifically mention ed in condition No.1. In the case of condition 14 (Health etc"). it has been decided that the words " Principal Employer" should be used .

Note 2.The reference to labourers or persons or men or women in conditions 1,2,3,4,5& 7 supra, includes members of their families. As regards condition14, the arrangements to be made should also apply to the families of the labourers.

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No.L.S.C.6(i)
Office of the Secretary,Provincial
Labour Supply Committee, First Floor,
(North Wing), Secretariat, Bombay.
26th August 1944.

From

S.V.Joshi, Esq., B.A.(Cantab).
Commissioner of Labour and Chairman,
of the Sub-Committee appointed in Provincial
Labour Supply Committee Order No.
L.S.C.6(i) dated 12th July 1944.

To

The Chairman,
The Provincial Labour Supply Committee, Bombay.

Subject.- Minimum standards of conditions of service for employment of unskilled labour.

Sir,

I have the honour to refer to the Provincial Labour Supply Committee Order No.L.S.C.6(i), dated 12th July 1944 and to state that the Sub-Committee appointed thereunder, met on the 21st July 1944 and while going through the terms of reference it was noted that they specifically excluded wages, evidently because wages cannot be fixed unless the conditions of service are standardised as required by para 14(a)(v) of the the Annexure to the Government of India, Department of Labour, letter No.L.R.91, dated 13th January 1944.

2....

2. It was also noted that the Provincial Labour Supply Committee required the Sub-Committee to lay down minimum standards of conditions of service, and in this connection the Sub-Committee opined that the conditions to be suggested should be the standard and not minimum conditions to be observed by all employers, as otherwise there would be a danger of Employers offering better amenities and conditions enticing away labour from employers observing the minimum standards. The Sub-Committee also assumed that the standards of conditions of service to be proposed should be applied only where 100 or more labour would be employed, and further, that the standards were to be made applicable to Contractors' labour and departmental labour casually employed and not to the permanent or semi-permanent labour of the type employed by the Bombay Port Trust, Railways and the Public Works Department.

3. In regard to the points referred to above, the Provincial Labour Supply Committee decided as under .-

> " The Sub-Committee should lay down minimum standards of conditions of service which all employers must provide for all unskilled labour. Any conditions more liberal than this minimum standard shoul not be prevented or discouraged but if allowed by any employer they should be reported to the Regional Committee concerned or the Provincial Labour Supply Committee, so that they could be taken into considmeration while fixing wages. Further, the grading of Labour into categories and fixing a minimum standard for each would cover all kinds of unskilled labour, whether employed by contractors or Departmentally by the Provincial P.W.D., the Central P.W.D., the Railways or the B.P.T. etc."

4. The Sub-Committee met again on 18th August 1944 and in that meeting the above quoted decision of the Provincial Labour Supply Committee was noted and it was decided to draw up minimum standards of conditions of service which all employers must provide for all unskilled labour, as required by the Provincial Labour Supply Committee,. But the Sub-Committee still considered that in practical working the following difficulties are bound to arise .-

(a0...

(a) Each and every contract for execution of works will have to be carefully examined to make sure that the contractor does not give indirectly any extra advantages;also, as the conditions of service may vary from contract to contract, it will be necessary probably, to examine a large number of contracts from time to time in order to fix the wages to be paid in respect of such contracts.

(b) The Railways and the Bombay Port Trust already provide certain of these concessions on a liberal scale and the task of reducing the wage-rate or curtailing these amenities is likely to create difficulties in so far as the regular permanent or semi-permanent unskilled labour of those administrations, for example is concerned.

The minimum conditions recommended by this Sub-Committee are intended to be made applicable to all Unskilled Labour. It is, however, presumed that any difference in categories which may be necessary, will be adjusted by the Provincial Labour Supply Committee by fixing wage rates accordingly.

5. The minimum standards of conditions of service were accordingly drawn up and they are herewith submitted as a separate Appendix for the consideration and approval of the Provincial Labour Supply Committee with a recommendation that they should be made applicable only where 100 or more workers are employed at, or in the vicinity of, one place.

Conditions 14 of the Appendix regarding "Health(Medical arrangements for)" has, in accordance with para 5 of the minutes of the Sub-Committee's meeting of the 18th August 1944, been drawn up by the Chairman, in consultation with the Superintending Engineer, Western Circle, Central P.W.D. It is considered that the details in this connection should be left to the Public Health Department.

x It will also be seen that no conditions regarding hours of work have been proposed, as this matter would presumably be covered by the definition of a ' working day' to be decided on when fixing the wage rates.

6.....

6. A copy of the minutes of each of the two meetings of the Sub-Committee is also enclosed for information.

Yours obedient servant,

S. V. Joshi.

Chairman,
Sub-Committee of the Provincial
Labour Supply Committee, Bombay.

Enclosures:-
1.Appendix.
2.Minutes.

(Draft) Minutes of the Third Meeting of the Provincial Labour Supply Committee held in the Secretariat, Bombay, on Thursday the 31st August 1944 at 12 Noon.

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Present.

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - S.V.Joshi, Esq., B.A.(Cantab.), Commissioner of Labour.

W.H.E.Garrod, Esq., I.S.E., Chief Engineer and Secretary to Govt.,P.W.D.

D.R.Pradhan, Esq., I.C.S., Chairman, National Service Labour Tribunal, Bombay.

Col.K.A. ~~Armitage~~ Gosnell, A.Q.M.G.,110L.ofC.Area.

Col.A.E.Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt.Col.P.S.Whitehead, A.Q.M.G., 167 L. of C. Sub-Area.

Lt.Col.G.C.Marsh, A.Q.M.G., 198 L. of C. Area.

Major A.F.Scott, Deputy Recruiting Officer,Poona.

P.J.Hanly, Esq., I.S.E., Superintending Engineer, Western Circle, Central P.W.D.

A.Saldanha, Esq., Deputy Chief Engineer'Maintenance' G.I.P.Railway.

E.M.Bilimoria, Esq., ~~Deputy Chief~~ President Western India Builders' Association.

S.C.Joshi,Esq,, M.A.LL.B.,M.L.C.(Bom.), Representative of Bombay Provincial Trade Union Congress.

Secretary - Rao Saheb J.V.Muzumdar, B. A.

The following were also in attendance.

A.S.Asayekar,Esq., Assistant Labour Welfare Adviser, (Government of India).

Captain J.R.P.Ottley.
Major W.L.M.Blount,D.A.D.,P. & L. 108 & 110 L. of C. Areas. Lt..

Lt. Col.F.C.Booty, A.A.&Q.M.G., 166 L. of C. Sub-Area, member of this Committee, did not attend the meeting. Miss Maniben Kara, who has also been appointed as a member representing the Provincial Committee of the Indian Federation of Labour, is out of India and has not yet returned. The Chairman welcomed Mr.S.C.Joshi to the Committee.

2. (Agenda Item1).

The minutes of the last meeting held on 27th July 1944, were confirmed subject to the following amendment which was accepted .-

For the word "rejected" in the first line of the Sub-para of para 4 of the minutes, substitute "retired".

3. (Agenda Item 2).

Letter from H.Q. 110 L. of C. Area, No.2976 QPL, dated 14th August 1944 stating that Col.K.A.Gosnell has replaced Major Barnes as a member representing that Area on the Provincial Labour Supply Committee and requesting that Captain J.R.Ottley, D.A.D., Pioneers and Labour 108 and 110 L. of C. Areas, be appointed a member of the Committee.

Col.Gosnell explained that Major W.L.M.Blount, D.A.D., Pioneers and Labour, should be appointed as a member of the Provincial Labour Supply Committee instead of Capt in Ottley, This was approved.

4. (Agenda Item 3).

The report submitted by the Chairman of the Sub-Committee appointed for laying down minimum standards of conditions of service(excluding wage rates) for unskilled labour was read and the conditions recommended in the appendix to the report, were discussed seriatim and accepted with certain minor alterations. A copy of the Conditions as approved is attached.

The Committee expressed satisfaction at the throughness with which the Sub-Committee conducted its work.

5. (Agenda Item 4).

Letter from Under Secretary to the Government of India, Department of Supply (Munitions Production Branch) No.S.A.(3) II/463, dated 25th July 1944:-

(a) .....

(a) pointing out acute shortage of labour and tendency of local establishments to entice away labour by offering higher rates of wages than those prevailing at the Ordnance Factories in the Poona-Kirkee Area and accordingly, pressing for enforcement of authorised standard rate of wages.

and

(b) requisitioning for 400 labourers in the Ordnance Factories.

The position is that the Regional Committees will propose standard rates on the basis of the minimum conditions approved under item 3 and the rates will then be fixed by the Provincial Labour Supply Committee and reported to the Government of India.

6. (Agenda Item 5).

Letter from H.Q. 110 L. of C. Area No.2669QPL/1, dated 17th July 1944 to H.Q. Southern Army:-

"It has been suggested to this H.Q. that in order that rates of pay for unskilled labour may be stabilized, a clause be inserted in all military contracts including those of M.E.S., to the effect that the contracts agree to a maximum and minimum rate being paid, the maximum being that laid down by the appropriate Regional Labour Committee, the minimum being fixed by the service concerned.

2. Will you please comment before the proposal is placed before the Provincial Labour Committee."

Reply No.62662/Q/PLQ., dated 10th August 1944 from H.Q.Southern Army -

"Sub: Unskilled Labour Supply - Rates of pay.

Ref. Your No.2669/Q-PL/1, dated 17th July 1944.

The suggestion made in your above quoted No. is not agreed to for the following reasons .-

(a)M.E.S.Contract Documents issue as G.H.Q. authority. An amendment to contracts of the nature proposed could not be made without reference to H.H.Q.(I)..

(b).....

(b) Nearly all M.E.S.Contracts are by open tender. This should automatically adjust labour rates to economical limits.

(c) Any attempt to control what M.E.S.contractors pay their labour would certainly be resisted by them and would have an adverse effect on the progress on works. Such action has the additional and serious demerit of being quite impracticable to enforce."

Regarding the stabilizing of wage rates, it was observed that the standard rates could apply to daily and monthly wage-workers and not to piece workers.

In the course of further discussion, it was generally conceded that para(c) of the letter from the H.Q.S.A.needed clarification and Col.Gosnell promised to take up the question with the H.Q.Southern Army for elucidation and to report the result to the Provincial Labour Supply Committee.

In the meanwhile, the Committee decided that the Sub-Committee already appointed for laying down the minimum standards of conditions of service for unskilled labour should be requested to take up the question of how the standardized rates could be enforced as there appeared to be a risk of their being circumvented by the employment of workers on piece-rates.

7. (Agenda Item 6).

Mr.A.N.Nair, Statistician to the Government of India, Department of Labour, who recently passed through Bombay in connection with his tour programme of visits to Labour Supply Depots and Provincial Labour Supply Committees, visited the office of the Secretary, Provincial Labour Supply Committee, Bombay, on 9th August 1944. Mr.Nair mentioned that there was some difficulty experienced by other Provincial Labour Supply Committees in knowing all the military works, sites and the authorities controlling and managing them, with the result that the statistical information in Form A could not be called for from all of them. He accordingly suggested that a reference to made to the Area H.Q. for reporting these sites and the designations of the Officers in charge thereof.

The suggestion of the Statistician was accepted, as the military members considered that there would be no objection to furnish the information provided the wording was carefully chosen so as not to infringe security regulations

8. (Agenda Item 7).

Extract from proceedings of the meeting of the Regional Labour Supply Committee, Kalyan held on 26-7-44.

"The Committee thought that the wages paid to sweepers at the Ordnance Factory are low as compared with the wages paid by other employers and that if they pay a total wage of about Rs.30/- to Rs.35/- p.m. (which is the average rate) they are likely to get more sweepess It was noted that Messrs.Wimco of Ambernath pay a very high wage of about Rs.2/- per day totheir sweepers as against Re.1/- of the Ordnance Factory.2

The Committee decided to ask the Regional Labour Supply Committee, Kalyan to ascertain from Messrs. Wimco the reasons justifying the payment of such a high wage rate for their sweepers and to furnish the Provincial Labour Supply Committee with the views and suggestions of the Regional Labour Supply Committee on the explanation of the Company.

9. The Chairman explained that though the logical order was to take item 13 (viz. the decision as to whether a depot should be opened) before item 8 (viz. the report on details of the depot), it was better to take item 8 first in order to that the Committee should know what was invloved in the setting up of a depot.

(Agenda Item 8).

Consideration of the Report of the Sub-Committee appointed for going into the question of setting up a Labour Suppl Depot near Thana.

The Report submitted by the Sub-Committee was generally accepted subject to the remarks below .-

(a) Instead of taking a pipe line from the Tansa Mains, water should be taken from the existing wells on the Estate, the labourers drawing their own water.

(b) The scales approved by the Committee for floor space water, and sanitary arrangements(Latrines, Urinals and sweepers) in the minimum standards of conditions

(c) Suitable men from among the recruits should be utilised in the mess posts on the staff with some extra remuneration if necessary.

Regarding staff, Col.Gosnell mentioned that he is obtaining information from one of the existing Depots in other Provinces and would make enquiries whether a retired V.C.O. etc. could be secured for the post of Group Commander. In the meanwhile, it was decided that the post of Group Commander should also be advertised in the local papers.

It was also decided that the Collector of Thana should be requested to ascertain from the Trustees of the Wagle Estate whether they are agreeable to the Estate being used for the proposed Labour Supply Depot.

10. (Agenda Item 9).

The suggestion made by the Officer-in-charge Labour Supply Depot Gorakhpur, that a representative of the Committee may be sent to see the actual working of the Depot, was decided to be taken up after the appointment of the Group Commander was made.

11. (Agenda Item 10)

Recruiting Officer, Poona's letter No.A 1051, dated 20th July 1944(copy attached) proposing arrangement for taking over Army 'rejects' by labour ppol representatives, for employment as unskilled labour.

(Agenda Item 11).

Letter No.385120, dated 17-8-44 from A.A. & Q.M.G.167 L. of C. Area on the same subject as of item 10 supra.

No definite figures were available from the Recruiting Officer, Poona, regarding Army 'rejects' taken over by Labour Pool representatives under the new arrangement since 17-8-44.

Col.Gosnell explained that the Scheme cannot be considered as a failure on the information so far available and added that it does not seem to have been propoerly tackled. He opined that if it is propxerly worked, it would be possible to get a larger number of recruits. He promised, to look into this question and report to the Provincial Labour Supply Committee a workable arrangement till the Labour Supply Depot is set up.

12. (Agenda Item 12).

Letter from Assistant Refugee Officer, (Govt.of India) Western Zone, Bombay No. 192/RII(44), dated 15th August 1944, enquiring whether any employment could be found for the refugees calling daily at his office as unskilled labour.

This was noted by the Committee and would be covered under the arrangement mentioned in item 11 supra.

13. (Agenda Item 13).

List of demands for unskilled labour so far received by the Provincial Labour Supply Committee has been prepared and put up, together with the following :-

(i) A statement showing the number of recruits taken and still required for the Civil Pioneer Force from Army 'rejects'.

(ii) D.O.Letter No.L-MP 18/124, dated 5th August 1944 from the Secretary to the Government of India, Department of Labour, suggesting the raising of Provincial Labour Units Home Service especially from Army 'rejects'.

(iii) reply to above by the Adviser(Home) to H.E. the Governor of Bombay, dated 11th August 1944.

(iv) Statement from the Recruiting Officer, Poona, showing number of 'rejects' by Sub areas in the last 6 months.

(v) The Assistant Refugee Officer reports that some 15 to 20 refugees call at his office daily for employment as unskilled labour.

(vi) Consolidated statement vide Item No.16 below.

The Chairman stated that the Government of India had stated that the Government had laid down as the order of priority for the utilisation of army rejects as (i) Civil Pioneer Force (2) raising of Provincial Labour Units Home Service. It was finally agreed that a Labour Supply Depot should be set up if possible at the Refugee Camp near Thana with the necessary provision for training men for the Provincial Labour Units Home Service. Should there be any surplus after these requirements are met and those of the Civil Pioneer Force, it could be used to supply labour for essential services.

In.....

... this connection, the Committee wished Major R.E.B. Webber Commandant, First Unit, B.C.P.F., Dehu Road, to be requested to inform the Provincial Labour Supply Committee of the nature of military training given to the recruits taken up for the B.C.P.F. On receipt of this information, a simple course of such training would be evolved for the recruits to be taken in the new Depot. This will of course be subject to any instructions which may be received from the Government of India in connection with the Provincial Labour Units Home Service.

14. (Agenda Item 14).

Government of India, Department of Labour, letter No.L-MP 1/267, dated July 1944, regarding procedure to be followed by Employer Services for indenting on a Labour Supply Depot for unskilled labour.

This was read.

15. (Agenda Item 15).

~~Government of India~~, Letter from the Government of India, Department of Labour, No.L-MP 18/30, dated 11th July 1944, requesting to be supplied with views regarding any improvement in the working of the Unskilled Labour Supply Problems.

This letter will be taken up again on receipt of the replies from the Depots of other Provinces regarding their experience and the Reports of the Regional Labour Supply Committees furnishing their suggestions and opinions, on the points raised in the letter.

16. (Agenda Item 16).

The consolidated statement of statistics received in FormA, was considered under Agenda Item 13 supra.

17. (Agenda Item 17).

Review No,IV issued by the Government of India, Department of Labour, showing the Unskilled Labour Supply Position in the various Provinces for June 1944.

This was taken as read.

18. (Agenda Item 18).

It was decided to hold the next meeing of the Provincial Labour Supply Committee on Thursday the 28th

September 1944 at 12 Noon in the Secretariat, Bombay.

19. Col.Gosnell suggested that the Committee might learn something from the experience of contractors who had spent their whole lives on the problem of raising labour. Mr.Bilimoria said that contractors collected men and employed them on the one kind of work whenever it was required, and did not collect large numbers and use them indiscriminately on whatever work was required at one place. All work required some skill and by this method each man did the work to which he was accustomed. There was no risk of competitive rates because there was a Contractors' Association Col.Armitage said that the best method for employing services was to make separate contracts for each particular kind of work and not to make large scale contracts covering multifarious tasks.

20. Col.Gosnell also raised the question of introducing savings into the payment of wages. It was considered that as there was no means of enforcing this, that it had not been enforced in large scale industry and that labourers could not find the money unless prices of commodities were first effectively controlled, this was not at present feasible.

J. V. Muzumdar.

Secretary,

Provincial Labour Supply Committee,

Bombay.

Bombay,

5th September 1944.

Minimum Standards of Conditions of Service

for employment of Unskilled Labour.

- - - -

1. Food & necessaries of life. In view of the prevailing food situation propxerarrangements shall be made by all immediate employers of unskilled labour, for the supply of all basic food grains and other necessaries of life (e.g. Sugar, Salt, Oils, fuel and Kerosene etc.) at the site of work or other convenient location, at the controlled rates and according to the ration units laid down.

2. Water. The employer shall provide an adequate supply of water for the use of labourers. The provision shall not be less than -

2 gallons of pure and wholesome water for drinking purposes, per head per day

and

3 gallons of clean water for bathing and washing purposes, per head per day.

Where a piped water supply is available, supply shall be at stand posts and where the supply is from wells or rivers, tanks are to be provided. These tanks should be of suitable metal or masonry.

3. Hutting Accommodation.) The employer shall build a sufficient number of huts on a suitable plot of land for the use of the labourers according to the following specifications.-

(1) Kacha huts of locally available material shall be constructed.

(2) A good site shall be selected. High ground, removed from jungle but well provided with trees shall be chosen wherever it is available. The neighbourhood of rank jungle, grass or weeds should be particularly avoided, Camps should not be established close to large cuttings or earth work.

3) The lines of huts shall have open spaces of atleast 10 yards infront of each row. When a good natural site cannot be procured, particular attention should be given to the drainage.

(4) There should be no overcrowding. Floor space at the rate of 25 Sq. ft. per head shall be provided. Care should be taken to see that the huts are kept clean and in good order.

5) . The employer must find his own land and if he wants . Government land, he should apply for it and pay assessment for it.

In case of works to be carried out in the monsoon, the huts should be provided with suitable roofing such as Zakli leaf or grass thatching.

4. Latrines and Urinals. The employer construct tranch or semi permanent latrines for the use of labourers on the scale of not less than 4% of the total strength, separate latrines being provided for men and women. Urinals too, should be provided at the same scale (viz. 4% of total strength), separate provisionbeing made for women. Soak pits should be provided. In addition, odd latrine seats should be provided for men and women at convenient places on the sites of work.

5. Sweepers : The employer shall provide one Sweeper for every 200 persons for the 'pan' system and one sweeper for every 400 persons for the 'trench' system, plus one Jemadar for each party of 20 sweepers or part thereof.

6. Disposal of Excreta : The Employer shall arrange for the disposal of excreta from latrines, by trenching or incineration according to the requirements laid down by the Health or Sanitary Officers.

7. Washing or Bathing places . The employer shall construct a sufficient number of bathing and washing places for women only, every unit of 25 women being provided with a separate bathing and washing place which should be suitably screened.

Washing places and bathing places for men should also be provided. Every unit of 50 men shall have atleast one washing and bathing place.

8. Drainage. The Employer shall make efficient arrangements for draining away sullage water as well as water from bathing and washing places ahd shall dispose of this waste water in such a way as not to cause a nuisance.

9. Weekly Off-day. No work shall be done on one day every week without the sanction in writing of the Engineer-in-Charge.

10. Employment of Female Labour: Employment of female labour on works in the neighbourhood of Soldiers' barracks should be avoided.

11. Workmen's Compensation Act. The Employer shall be responsible for, and shall pay compensation for, workmen payable under the Workmen's Compensation Act, 1923(VII of 1923) for injuries to the workmen.

12. Age. No Employer shall employ any person who is under 12 years of age.

13. Daily payments. Every Employer shall be required to pay his labour daily in case of emergency, as may be decided by the Engineer-inCharge.

14. Health(Medical Arrangements for). The principal employer shall be responsible for the supply of medical personnel, equipment and drugs. The scale of medical personnel equipment and drugs shall be laid down by the Public Health Department of the Local Government.

Note 1. The work "Employer" occurring in each of the conditions - except the last one regarding "Health etc." should be taken to mean the immediate Employer, as specifically mentioned in condition No.1. In the case of condition 14 ('Health etc.") it has been decided that the words " . . "Principal Employer" should be used.

Note 2. The reference to labourers or persons or men or women in conditions 1,2,3,4,5,& 7 supra, includes members of their families. As regards condition 14, the arrangements to be made should also apply to the families of the labourers.

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Abbrev.Tel.Address.
'PLANSUPCOM'

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No.L.S.C 1(iv)
Office of the Secretary, Provincial Labour Supply Committee, First Floor, (North Wing), Secretariat, Bombay. 19th September 1944

Circular letter.

Subject:- Demands for supply of Unskilled Labour. Procedure for submission of indents in connection with -

A Labour Supply Depot for Bombay is being set up, but as all available labour from men who have applied to be recruited into the Army and have been rejected will be taken up in this Depot for the Provincial Labour Units Home Service, the Departments immediately requiring labour should comply with the instructions (regarding procedure for indenting on labour Supply Depots) as laid down in paras 4(i) and (ii) of the memorandum from the Government of India (Department of Labour) No.L.R.94, dated 24th April 1944 (extract together with the form of Indent attached).

Typed on reverse.

2. These indents should be sent direct to the Government of India (Department of Labour) as directed in the last sentence of para 4(i) of the Government of India memorandum quoted above, as it is not yet known from which Labour Supply Depot or Depots Bombay Province will be supplied with the required labour.

3. A copy of such application and indent should be simultaneously forwarded to this Committee, as required by para 4(ii) of the Government of India memorandum quoted above.

4. It will be useful if the kind of labour to be performed is stated in the Indent form against item 7 thereof.

J. V. Muzumdar

Secretary,
Provincial Labour Supply Committee
Bombay.

To
All Departments of the Secretariat (except the Separate Department).

All Commissioners of Divisions.

All Collectors.

All Superintending Engineers of Circles.

All Executive Engineers.
The Electrical Engineer to Government.
The Consulting Public Health Engineer to Government.
The General Manager, G.I.P.Railway.
The General Mangger, B. B. & C. I. Railway.
All Regional Labour Supply Committees - (with a request that they should issue similar instructions to all Departments and Agencies requiring labour, in their respective Regional areas).

Extract of paras 4(i) & (ii) of the Memorandum from the Government of India, Department of Labour, No.L.R.94, dated 24th April 1944.[1]

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Subject.- Procedure for indenting on Labour Supply Depots.

X X X

4. Procedure .- In the circumstances, the following indenting procedure has been decided upon .-

(i) An Indenter (or the Employer Service) will place his indents in the attached Form on (a) a depot which has been previously supplying labour to him or (b) the nearest depots. If he is not clear as to the depot on which the indent should be placed, he will place the indent direct on the Government of India in the Department of Labour, New Delhi.

Note:-Indents should be placed telegraphically in cases of urgency. The telegrams may not contain all the details prescribed in the indent form, in which case the Indent Form should also be sent separately.

(ii) A copy of the indent will be simultaneously sent to the Government of India in the Department of Labour, the administrative Department concerned in the Government of India (where the Employer Service is working under the Government of India) or the Provincial Government (where the Employer Service is working under the Provincial Government) and to the Provincial Labour Supply Committee of the Province in which the site of work is situated.

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INDENT FORM

1. Indent on* Labour Supply Depot at .....
   Government of India, Department of Labour, New Delhi.
2. Name of Employer Service .....
3. Site of work for which labour required .....
4. Amount of Labour required and at what dates .....
5. If labour is not available on dates mentioned, supply will be accpetable up to what dates .....
6. Depot labour already employed, showing .-
   1. Depot of Supply .....
   2. number .....
   3. dates of supply .....
7. Remarks or additional information, if any .....

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* Strike out line not required.

Minutes of the meeting of the Sub-Committee of the Provincial Labour Supply Committee held on Tuesday the 12th September 1944 at 2-30 P.M. in the office of the Commissioner of Labour, Secretariat, Bombay.

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Present.

Chairman - G.B.Constantine, Esq., I.C.S.,
Commissioner of Labour.

Members - P.J.Hanly, Esq., I.S.E.,
Superintending Engineer, Western Circle,
Central P.W.D.

J.R.Phillips, Esq., B.Sc.(Eng)Lon., I.S.E.,
Deputy Secretary to Government P.W.D.,
(Roads and Buildings).

Captain J.R.P. Ottley, (on behalf of Major W.L.M. Blount, D.A.D. Pioneers and Labour, 108 L. of C. Area).

R.W.Wilson, Esq.,
(on behalf of Mr.A.Saldanha, Deputy Chief Engineer ' Maintenance' G.I.P.Railway).

A.S.Asayekar, Esq.,
Assistant Labour Welfare Adviser (Government of India).

Rao Saheb J.V.Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee.

Mr. K.H.Bilimoria, President Western India Builders' Association, a coopted member of the Sub-Committee, was not present.

2. Extract para 6 from the minutes of the Provincial Labour Supply Committee meeting held on 31st August 1944 was read by the Chairman and the terms of reference therein mentioned were explained.

After a full discussion over the procedure and practice obtaining in the Provincial P.W.D. as well as in the Central P.W.D. and also the Forest Department regarding piece-work system, it was decided that a report should be submitted to the Provincial Labour Supply Committee as under :-

The question for the consideration of the Sub-Committee has a two-fold aspect viz:

(a) to see that the wage rates are not too high.
and
(b) to see that workers get full day.

Regarding (a) : Rates for work must be controlled by the contracting authority, which will have the advice, if necessary, of the Regional Labour Supply Committee. If that is done, the contractor will not have a margin whereby piece-rates would exceed and so circumvent standard time rates. It is however recognised that piece-rates must give a conscientious hard worker more

remuneration than time rates. In the long-run all rates depend upon the amount of works to be done and the amount of labour available, and no scheme can secure prompt execution of works in excess of the labour supply and yet keep labour rates down.

Regarding (b): It is suggested that when rates of pay are standardised, these rates should be displayed on prominent notice boards together with minimum standards of conditions of service, and that the Government of India Labour Welfare Officers and the local engineering supervisory staff and the notice board should inform workers that they have a right of appeal to the Engineer in charge if having done a fiar day's work they ~~xxxxxxx~~ receive less than the rates displayed. The contract should contain a clause that the contractor is responsible for the payment of wages at the standard rates to all workmen engaged in the contract undertaken by him, and a further stipulation that the decision of the Engineer in Charge should be binding on the contracter.

Sd/- J.V.Muzumdar.
Secretary,
Provincial Labour Supply
Committee.

Sd/- G.B.Constantine.
Chairman
of the Sub-Committee.

Bombay, 13th September 1944.

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Abbrev'Tel.Address:
'PLABSUPCOM'

No.L.S.C.13 of 1944.
Office of the Secretary, Provincial
Labour Supply Committee, First Floor,
(North Wing), Secretariat, Bombay.
8th September 1944.

From

Rao Saheb J.V.Mazumdar, B.A.,
Secretary, Provincial Labour Supply Committee,
Bombay.

To

The Chief Secretary to the Government of Bombay,
Political and Services Department,
Secretariat, Bombay.

Sir,

I have the honour to refer to letter from the Government of India, Department of Labour, No.L-MP 18/30, dated 11th July 1944(copy received with Political and Services Department endorsement No.7889/34-E, dated 24th July 1944) requesting to besupplied with views regarding any improvements in the working of the Unskilled Labour Supply Problems-and to state that the Provincial Labour Supply Committee, Bombay, in the meeting held on 27th July 1944 decided that the existing Labour Supply Depot in other Provinces should be addressed and requested to inform this Committee of the results of their experience. This has been done.

A copy of the Government of India letter has also been forwarded to all the Regional Labour Supply Committees in this Province for furnishing the Provincial Labour Supply Committee with their considered opinion on the points mentione by the Government of India.

These replies together with t he reports from other Provincial Labour Supply Depots will, on receipt be placed bef the Provincial Labour Supply Committee for consideration and the opinion of the Committee will be communicated to Government in continuation.

2. In the meanwhile, the points raised in the Governme of India letter, were brought out in the discussion which took place in the Provincial Labour Supply Committee meeting held on 31st August 1944 in connection with the question whether a labour Supply Depot should be opened in this Province. The following is beief summery of the discussion .-

The position as revealed by the following data was first carefully reviewed .-

(a) The total demands for unskilled labour received by the Provincial Labour Supply Committee from April to August 1944 approximately numbering. . . . 10,750.

(b) Number of Army 'rejects' recruited for Bombay Civil Pioneer Force during the past 12 months . . . 474.

Number still required for recruitment to that Force i.e. deficits at present . . . . . 70.

(c) The Government of India's suggestion regarding the raising of Provincial Labour Home Service especially from Army 'rejects',

(d) The statement showing Army 'rejects' in the first six months of this year from 10 recruiting Sub-areas totalling 3,040

(rejected by A.R.Os). 3,972 (rejected by (R.M.Os.)

(e) The Assistant Refugee Officer's report that some 15 to 20 refugees call at his office daily for employment as unskilled labour.

(f) Consolidated statements prepared from Form 'A' statistics so for received for June-July 1944 and clearly not complete .-

Total Average number	Excess Labour.	Requirements. Immediate	During next 3 months.
5,500	Nil	1320	1575

The Chairman then stated that the Government of India has laid down the following order of priority for the utilisation of Army 'rejects' : (i) Civil Pioneer Force (ii) Provincial Labour Units Home Service (when formed).

It was then finally agreed by the Committee that a Labour Supply Depot should be set up, if possible, at the refugee Camp near Thana with the necessary provision for training men for the Provincial Labour Units Home Service Should there be any surplus after these requirements are met and those of the Civil Pioneer Force, it could be used to supply labour for essential services.

In this connection the Committee, wished Major R.E.G. Webber, Commandant, First Unit, Bombay Civil Pioneer Force, Dehu Road, to be requested to inform the Provincial Labour Supply

Committee of the nature of military training given to the recruits taken up for the Bombay Civil Pioneer Force. On receipt of this information, a simple course of such training would be evolved for the recruits to be taken in the new Depot. This will, of course, be subject to any instructions which may be received from the Government of India in connection with the Provincial Labour Units Home Service.

3. The above decision was taken after the Committee had considered the report of the Sub-Committee appointed for going into the question of setting up a Labour Supply Depot in this Province. The details of the Report(copy attached) were generally accepted by the Committee subject to the remarks below.-

(a) Instead of taking a pipe line from the Tansa Mains, water should be taken from the existing wells on th Estate, the labourers drawing their own water.

(b) The scales approved by the Committee for floor space, water, and sanitary arrangements (Latrines, Urinals and sweepers) in the minimum standards of conditions of service should be adopted.

(c) Suitable men from among the recruits should be utilised in the mess posts on the staff with some extra remuneration if necessary.

4. A further report will be forwarded to Government as promised in the concluding portion of para 1 above.

Your obedient servant,

Sd/- J.V.Muzumdar.

Secretary,

Accompaniments. As stated above.

Provincial Labour Supply Committee,

Bombay.

Agenda for the meeting of the Provincial Labour Supply Committee, Bombay, fixed on Thursday the 28th September 1944 at 12 Noon in the Secretariat, Bombay.

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Item No.1.

Confirmation of the minutes of the P.L.S.C. meeting held on 31-8-44.

Note: No modifications or suggestions have been received from any of the members, in respect of the (draft) minutes. The minutes, accordingly, require no change and may be confirmed. File No. L.S.C.3-II

Item No.2.

Wage Rates.

Minutes and Report of the Sub-Committee appointed under the Chairmanship of the Commissioner of Labour, to consider the question as to how the wage-rates when standardized could be enforced without the risk of their being circumvented by the employment of workers on piece--rates. File No. L.S.C. 6(1).

The minutes embodying the opinion and suggestions of the Sub-Committee on the subject are attached hereto for pre-study.

After decision is arrived at on the above, the Regional Labour Supply Committees will be asked to take up the question of laying down standard wage rates on the basis of the minimum standards of conditions of service approved by the P.L.S.C. in the last meeting.

Item No.3.

Unskilled Labour Supply Problems -suggestions for improvements in the working of -

Letter from the Government of India, Department of Labour, No.L.-HP 18/30, dated 11-7-44, requesting to be supplied with views regarding any improvements in the working of the Unskilled Labour Supply Problems. File No. L.S.C.13.

Note. In the last meeting it was decided to take up this letter again, on receipt of replies from the Depots in other Province regarding their experience. A consolidated statement of the replies received is placed on the table.

2. The Regional Committees have also been asked to furnish their suggestions and opinnions on the points raised in the Government of India

letter. Their replies are awaited.

3. A copy of an interim reply sent to the Government of Bombay in the Political and Services Department is attached for information.

4. Copies of the Government of India letter have already been supplied to members for pre-study before the last meeting. The members are accordingly requested to send in their written suggestions as soon as possible, so that they may be considered at the meeting.

File No. L.S.C. 22.

Item No.4.

Army 'rejects' for employment as Unskilled labour.

The Recruiting Officer, Poona has been requested in this office No.L.S.C. 22, dated 5-9-44 to report definite and detailed figures of Army 'rejects' made available for employment as unskilled labour and those taken over by the Labour Pool Representatives.

(These are awaited and the Recruiting Officer has been expedited again on Saturday the 16th instant. The figures if received in time, will be placed before the Committee)

Item No.5.

Regarding demands for the supply of Unskilled labour.

File No. L.S.C. 16/476.

Letter from the Government of India, Department of Labour No.L-MP 1/354, dated 29-8-44, stating as under:-

" The Provincial Labour Supply Committee have received several requests for the supply of unskilled labour from Government undertakings and that they are likely to receive more such requests. I am to suggest that these indents for labour may be thoroughly examined by the Provincial Labour Supply Committee in the light of their importance and urgency and that steps be taken to arrange for the supply of labour to the indenters. For this purpose the possibilities of increasing the supply of labour from local sources, whether through the opening of Depots, will also have to be fully explored. If it is felt essential to import labour from outside the Province, then this Department will endeavour to meet the requirements by supplying labour from Depots."

Note.....

Note: The Government of India have been informed that the P.L.S.C. has since decided to set up a Labour Supply Depot near Thana, with the necessary provision for training men for the Provincial Labour Units Home Service and that the surplus, if there by any, after the requirements of the Provincial Labour Units Home Service and these of the Civil Pioneer Force are met, could be used to supply Labour for essential services. This being so, any labour required immediately, which contractors are unable to find will have to be supplied from Depots in other Provinces. The Government of India letter and the action taken, as above are placed on the agenda for information of the members.

2. A copy of Provincial Labour Supply Committee circular letter No.L.S.C.16/476, dated 19-9-44 issued to all indenting Departments and Agencies is attached for perusal.

Item No.6.

Group Commander of the proposed Labour Supply Depot near Thana - suggestion to change the designation of the -

File No, L.S.C. 32.

Letter from the H.Q.Southern Army No.62952PL, dated 6-9-44 to the D.A.D. Pioneers and Labour 108 L. of C. Area, suggesting a change in the designation of the Group Commander for the new Depot to be set up near Thana to "Officer in charge" of the same.

Note: In the report of the Sub-Committee appointed for going into the question of opening a Labour Supply Depot near Thana, it has been suggested that the proposed Depot should provide accommodation for 1000 labourers immediately with provision for another 1000 persons later - thus making in all 2000 persons which figure the Sub-Committee considered was not likely to be exceeded.

2. In para II of the Government of India instructions for Imported Labour, it has been laid down that a "Group Commander" may be appointed for each Group of Workers between 1000 & 2500, comprising more than 2 units. It is only when the number of workers

in an area is large and exceed 10,000, that the Government of India provides the appointment of a Civilian Gazetted Officer with a small staff.

3. The Secretary, Department of Labour, Government of India, has now made it clear that the Officer in Charge of the Labour Supply Depot is not to be considered a Group Commander. In the Bombay Depot, Labour Units will be formed and the pay for the Unit Commander will be Rs.450-50-600 and his Second-in-Command will get Rs 150-15-195. The Secretary, Labour Department says that Government of India will consider any definite suitable recommendation for Depot Superintendent's pay. It is for decision what pay should be proposed. It seems necessary to give higher pay to the Depot Superintendent than to the Unit Commander, if the latter is to be in the Depot but the pay laid down for the Unit Commander is high.

Item No.7.

Supply of anti-malaria clothing for imported Civil labour working in Assam.

Letter from the Government of India, Department of

File No. L.S.C. 29. labour, No.L-MP 2/748, dated 21-8-44, communicating that all imported Civil labour labour working in Assam should be provided with special anti-malaria clothing on the scale mentipned.

(Placed on the table for information of Members).

Item No.8.

Review of Unskilled Labour Supply Position for August 1944 - Regional Labour Supply Committee, Ahmedabad.

Review of Labour Supply Position for August 1944

File No. L.S.C. 14(6). received from the Regional Labour Supply Committee, Ahmedabad.

Note:-The position as explained is as under.-

"Unskilled labour in Ahmedabad is imported from Kathiawar, United Provinces and the surrounding native states viz. Baroda, Dungarpur and other petty states. These labourers ~~im~~migrate from their native places, seek shelter in Ahmedabad with some relatives who have migrated earlier and get jobs in Mills, the Ahmedabad Municipality and the Railway concerns and other minor private concerns.

They are generally paid Rs.12 per day. In the Mills, however, they are being paid the normal rates of Rs 25-30p.m. plus Dearness Allowance at very high rate (Rs.60/-p.m.) and this caused considerable difficulty for other employers who are not able to

pay so much. Government contractors, who are more or less bound down to fixed rates, especially suffer. They cannot be obtained immediately as these are no regular agents."

Item No.9.

Minutes of Regional Labour Committees, Bombay Suburban District.

Minutes of the preliminary meeting of the Regional Labour Supply Committee, Bombay Suburban District held on 18-8-44. File No. L.S.C.14(2) 465-A.

(Placed on the table for information of Members).

Item No.10.

Review of Unskilled Labour Supply Position for August 1944 - Regional Labour Supply Committee, Bombay Suburban District. File No. L.S.C. 14

Review of Unskilled Labour Supply Position for August, 1944 received from the Regional Labour Supply Committee, Bombay Suburban District.

(Placed on table for information of Members)

Item No.11.

Review of Unskilled Labour Supply Position in August 1944 - Regional Labour Supply Committee, Belgaum.

Review of Unskilled Labour Supply position for August 1944, received from the Regional Labour Supply Committee, Belgaum. File No. L.S.C. 14(7)/ 524.

Note: The subjoined extract only from the Review is considered important.

"The collection of statistics of unskilled labour, from all employers of more than 100 labour is being continued. With a view to exercise proper control and authority over all employers, and bring them under a uniform and centralised control Scheme, and in order to prevent overlapping the information so collected will be grouped under six Sub-heads and the figures are to be as under:-

1) Military Works - Where there is no military Committee to report the the garrison Engineer and the Executive Engineer P.W.D. will have to supply these figures.

2) Railways - To be furnished by the Railways concerned so far as their departmental labour is concerned. Contractors' labour figures to be given direct to

this Committee by the contractors.

3) Forest Works – To be furnished by the Divisional Forest Officers, so far as their Departmental Labour is concerned. Contractors' labour figures to be supplied direct to this Regional Supply Committee by the Forest Contractors.

4) District Local Board Works: – To be furnished by the District Local Board Engineer, regarding departmental labour, Contractors' labour to be furnished direct by them.

5) P.W.D. Works and 6) other works. – To be furnished by the Executive Engineers, regarding departmental labour, Contractors' labour being supplied direct by the contractors.

This is placed before the meeting, especially as the procedure shows classification of labour for purposes of control and collection of information.

If this procedure is approved by the Committee, it will be communicated to all the Regional Labour Supply Committees for adoption.

Item No.12.

Statistics in Form A – consolidated statement of –

File No. L.S.C. 11.

Consolidated statement of statistics (received in FormA by the Provincial Labour Supply Committee) so far as the areas for which no Regional Labour Supply Committees have been formed has been prepared and put up.

The Regional Committees have been asked to collect similar statistics for their respective areas and submit consolidated statements to the Provincial Labour Supply Committee. These statements will be received from next month.

Item No.13.

Fixing the date, time and place of the next meeting.

Item No.14.

Any other question which may be brought forward for discussion on with the permission of the Chairman.

Sd- J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay,

Bombay,

19th September 1944

(Draft) Minutes of the Fourth Meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Thursday the 28th September 1944.

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - G.B.Constantine, Esq., I.C.S., Commissioner of Labour.

W.H.E.Garred, Esq., I.S.E., Chief Engineer and Secretary to Government, P.W.D.

D.R.Pradhan, Esq., I.C.S., Chairman, National Service Labour Tribunal, Bombay.

Major J.Kelly, D.A.Q.M.G., (for Col.K.A.Gosnell, A.Q.M.G.) 110 L. of C. Area.

Lt.Col. G.C.Marsh, A.Q.M.G., 108 L. of C. Area.

Major A. F. Scott, Deputy Recruiting Officer, Poona.

P. J. Hanly, Esq., I.S.E., Superintending Engineer, Western Circle, Central P.W.D.

A. Saldanha, Esq., Deputy Chief Engineer ' Maintenance' G. I. P. Railway,

S. C. Joshi, Esq., M.A.LL.B., H.L.C.(Bom)., Representative of Bombay Provincial Trade Union Congress.

Secretary - Rao Saheb J. V. Muzumdar, B.A.

The following two New members attended the meeting, as they have replaced the officers named against them :-

Lt. Col. A. Jardine. A.Q.M.G., 167 L. of C. Sub-Area (replacing Lt.Col. P. S. Whitehead).

Major K. A. Fearnside-Speed, D.A.D., P. & L. 108 and 110 L. of C. Areas (repleaing Major G.L.H.Blount).

The following attended the meeting by request :-

A. S. Asaykar, Esq., Assistant Labour Welfare Adviser (Government of India).

S. P. Patel, Esq., Divisional Engineer Telegraphs(Representative of the Postmaster General, Bombay).

Captain J. R. P. Ottley, 110 L. of C. Area was also in attendance.

Col. A.E.Armitage, Deputy Chief Engineer, 108 L. of C. Area, could not attend owing to indisposition.

Lt. Col. P.C.Booty, A.A. & Q.M.G., 166 L. of C. Sub-Area and E.M.Bilimoria, Esq., President, Western India Builders'

Association, members of this Committee, were not present.

Miss Meniben Kara, appointed as a member representating the Provincial Committee of the Indian Federation of Labour, being still out of India, was not present.

2. TheChairman welcomed the new members Lt.Col.Jardine and Major Fearnside-Speed, Whose names will be communicated to Government as usual.

3. At the outset, the Committee, on the suggestion of the Chairman, recorded an expression of regret over the sad death of Mr. B. L. Waters, Labour Adviser to the Government of India in the Walker Hospital at Simla on the 23rd September 1944.

4. (Agenda Item 1).
(Confirmation of Minutes of the meeting of the P.L.S.C., Bombay held on 31st August 1944).

The draft minutes were confirmed without any medication.

5. (Agenda Item 2). Wage Rates.

The subjoined report of the Sub-Committee appointed under the Chairmanship of the Commissioner of Labour to consider the question as to how the wage-rates when standardized could be enforced without the risk of their being circumvented by the employment of workers on pieve-rates, was read and discussed :-

"The question for the consideration of the Sub-Committee has a two-fold aspect viz .-

(a) to see that the wage rates are not too high.
and
(b) to see that workers get full pay.

Regarding (a) Rates for work must be controlled by the contracting authority, which will have the advice, if necessary, of the Regional Labour Supply Committee. If that is done, the contractor will not have a margin whereby piece-rates would exceed and so circumvent standard time rates. It is, however, recognised that piece-rates must give a conscientious hard worker more remuneration than time rates. In the long run 11 rates depend upon the amount of works to be done and the amount of labour available, and no scheme can secure premt execution of works in excess of the labour supply and yet keep labour rates down.

Regarding (b):- It is suggested that when rates of pay are standardised, these rates should be displayed on prominent notice boards together with minimum standards of conditions of service, and that the Government of India Labour Welfare Officers and the local engineering Supervisory staff and the notice board should inform workers that they have a right of appeal to the Engineer-in-Charge, if having done a fair day's work they receive less than the rates displayed. The contract could contain a clause that the contractor is responsible for the payment of wages at the standard rates to all workman engaged in the contract undertaken by him, and a further stipulation that the decision of the Engineer-in-Charge should be binding on the contractor."

Regarding (c), the Committee realised that only the contractors working under Government can be controlled, but not private contractors in the absence of any powers of compulsion. Even the Government of India do not contemplate taking up such powers att present (vide para 8(b) of the Annexure to the Government of India(Department of Labour) letter No.L.R.91, dated 13th January 1944).

The Committee then discussed the proposals in (b) above and agreed to them as the best possible method for protecting labour under the circumstances, provided they do not happen to be in conflict in any way with the instructions which, it is stated, will be issued shortly by the Government of India in regard to standardization of wages (vide letter from H.Q. 110 L. of C. Area BNo. 2969/PL, dated 22nd September 1944). *vide Para 17 infra.

6. (Agenda Item 3).

Unskilled labour Supply Problems - Suggestions for improvements in the working of -

Letter from the Government of India, Department of Labour, No.L-MP 18/30, dated 11th July 1944, requesting to be supplied with views regarding any improvements in the working of the Unskilled Labour Supply Problems.

No suggestions for improvements were received from any of the members. The Chairman explained that the P.L.S.C. has no statutory powers to call for rates of wages and enforce regular submission of the returns of

statistical figures in Form A etc. from Employers of labour. The result is that comprehensive statistics cannot be collected Statutory powers are therefore necessary and it was agreed that the Government of India should be requested to take steps to invest the Provincial and Regional Labour Supply Committees with such powers accordingly. As regards the enforcement of standardization of wages, the Committee considered that it was for the Government of India to take further action thereon.

A few suggestions received from the Regional Committees of Belgaum and Poona in connection with the above quoted letter from the Government of India were also discussed and it was decided that they should be considered while replying to the Government of India on receipt of similar suggestions and remarks from the remaining Regional Committees.

7. (Agenda Item 4).

Army 'rejects' for employment as Unskilled Labour.

The report from the Deputy Recruiting Officer, Poona, regarding figures of Army 'rejects' made available for employment as unskilled labour and those taken over by the Labour Pool Representatives was read and discussed. It was realised that the main difficulty at present is that the selected recruits do not stay. It is expected that the situation would improve after the New Depot near Thana is started, where it will be possible to receive these men, provide uniforms and look after their training etc. In the circumstances, the Committee held that nothing more could be done till the Depot is opened.

8. (Agenda Item 5).

Regarding demands for the supply of unskilled labour.

The Chairman read out the P.L.S.C. circular letter No.L.S.C.16/476, dated 19th September 1944 (issued to all indenting Departments and Agencies) advising that in accordance with the instructions laid down in paras 4(i) and (ii) of the Memorandum from the Government of India, Department of Labour, No.L.R.94, dated 24th April 1944, all indents for unskilled labour should be sent direct to the Government of India in the Department of Labour in the Form prescribed in the above quoted orders.

The.....

The subsequent orders issued by the Government of India (Department of Labour) regarding priorities for meeting demands of labour (vide their Memorandum No.L-MP2/796, dated 15th September 1944), were also read and recorded. It was explained that the orders related to demands from Defence Services.

9. (Agenda Item 6).

Group Commander of Proposed Labour Supply Depot near Thana - Suggestion to change the designation of the -

It was decided that the Officer-in-Charge of the New Depot should be designated as the Depot Superintendent and that a scale of Rs. 450-50-600 should be recommended for this post for the sanction of the Government of India.

10. (Agenda Item 7).

Supply of anti-malaria clothing for imported Civil Labour working in Assam.

Letter from the Government of India, Department of Labour, No.L-MP 2/748, dated 21st August 1944, communicating that all imported Civil Labour working in Assam should be provided with special anti-malaria clothing on the scale mentioned.

This was read and recorded.

11. (Agenda Item 8).

Extract from Review of Unskilled Labour Supply Position for August 1944 - Regional Labour Supply Committee, Ahmedabad.

"Unskilled labour in Ahmedabad is imported from Kathiawar, United Provinces and the surrounding native states viz. Baroda, Dungarpur and other petty states. These labourers migrate from their native places, seek shelter in Ahmedabad with some relatives who have migrated earlier and get jobs in Mills, the Ahmedabad Minicipality and the Railway concerns and other minor private concerns.

They are generally paid Rs. 1½ per day. In the Mills, however, they are being paid the normal rates of Rs. 25-30 per month plus Dearness Allowance at very high rate (Rs. 60/- per month) and this caused considerable difficulty for other employers who are not able to pay so much. Government contractors, who are more or less bound down to fixed rates, especially

suffer. They cannot be obtained immediately as there are no regular agents."

The extract was read out and it was observed that Hill labour was mainly skilled labour.

The Deputy Recruiting Officer was requested to enquire and see if any of the Army 'rejects' from the Ahmedabad recruiting area could be induced to come down South to the New Depot near Thana.

12. (Agenda Item 9).

Minutes of the preliminary meeting of the Regional Labour Supply Committee, Bombay Suburban District held on 18th August 1944, were read and recorded.

13. (Agenda Item 10).

Review of Unskilled Labour Supply Position for August 1944 received from the Regional Labour Supply Committee, Bombay Suburban District, was read and recorded.

14. (Agenda Item 11).

Review of Unskilled Labour Supply Position in August 1944 - Regional Labour Supply Committee, Belgaum.

The following extract from the Review was read:-

" The collection of statistics of Unskilled labour, from all employers of more than 100 labour is being continued. With a view to exercise proper control and authority over all employers, and bring them under a uniform and centralised control Scheme, and in order to prevent overlapping, the information so collected will be grouped under six Sub-heads and the figures are to be as under:

1) Military Works - Where there is no military committee to report, the garrison Engineer and the Executive Engineer, P.W.D. will have to supply these figures.

2) Railways - To be furnished by the Railways concerned so far as their departmental labour is concerned. Contractors' labour figures to be given direct to this committee by the contractors.

3) Forest Works - To be furnished by the Divisional Forest Officers, so far as their Departmental Labour is concerned. Contractors' labour figures to be supplied direct to this Regional Supply Committee by the Forest Contractors.

4) District Local Board Works. - To be furnished by the District Local Board Engineers, regarding departmental Labour, Contractors' labour to be furnished direct by them.

5) P. W. D. Works and 6) Other Works.) – To be furnished by the Executive Engineers, regarding departmental labour, Contractors' Labour being supplied direct by the Contractors."

The procedure proposed by the Belgaum Committee was approved for adoption by all the Regional Committees. It was also decided that the Regional Committees should be asked to intimate to Major K.A.Rearnside-Speed, D.A.D. P. & L.,110 L. of C. Area (C/o A.B.P.O. 21) the dates of their meetings sufficiently in advance to enable him to attend them. With a view to secure coordination in the work of the various committees.

15. (Agenda Item 12).

The consolidated statement of statistics (received in Form A by the P.L.S.C.) so far as the areas for which no Regional Labour Supply Committees have been formed, was then read and recorded.

16. (Agenda Item 13).

It was decided to hold the next meeting of the P.L.S.C. on Thursday the 26th October 1944 at 12 (Noon) in the Secretariat, Bombay.

17. (Agenda Item 15). Wage rates.

Letter from H.Q. 110 L. of C. Area, No.2969QPL, dated 22nd September 1944 (issued to all L. of C. Sub-Areas).-

" The Department of Labour, Government of India are shortly issuing instructions to Provincial Governments giving details regarding the standardization of wage rates for unskilled labour.

All questions concerning rates of pay for unskilled labour must pend receipt of these instructions.

(Authority HQ Southern Army No.62662PLQ of 18th September 1944)".

This was taken as read. (In this connection see concluding portion of para 5 supra.)

18. (Agenda Item 16).

Additions to the Regional Labour Supply Committee, Ahmedabad.

Letter from the Collector and Chairman, R.L.S.C., Ahmedabad ,No.L.A.B., dated 29-8-44. suggesting that the following 2 names may be taken in the Regional Committee, Ahmedabad, in addition to the members already appointed

by the P.L.S.C. :-

(1) Mr. Homi K. Dastur (Manager, Messrs. Gannon Dunkerley & Co., Contractors, Ahmedabad).

(2) Mr.Champaklal C. Bhatt (Member, Committee of Management, Ahmedabad Municipality).

The Committee accepted the nominations proposed by Regional Committee, Ahmedabad. The names will be reported to Government as usual.

19. (Agenda Item 17).

Priorities for meeting demands for labour.

Government of India, (Department of Labour) Memorandum No.L-MP 2/796, dated 15th September 1944 (being Labour Depot Circular No.1) Laying down priorities for meeting demands for labour, for the guidance of Labour Supply Depots in various Provinces.

This circular was read and recorded. (In this connection please see para 8 supra).

20. (Agenda Item 18(a)).

Minutes of meeting of R.L.S.C., Belgaum, held on 15th September 1944.

Composition of the Regional Committee, Belgaum :-The Regional Committee has decided to take on Mr.H.D.Nargolwala, Assistant Engineer and Sub Divisional Officer, Belgaum Aviation Sub-Division, Central P.W.D. in place of the Executive Engineer Central P.W.D., who was selected by the P.L.S.C.

The Committee approved both these suggestions and directed that the necessary intimation should be sent to Government.

The Regional Committee has also decided to take the D.T.S.T.Hubliin addition to the District Engineer M.S.M.Railway, Belgaum. who has already been selected by the P.L.S.C.

21. (Agenda Item 18(b).).

Jurisdiction of the Regional Committee, Belgaum .- The P.L.S.C. has decided that the area of the Belgaum Regional Committee should in addition to the Belgaum District include Hubli and Dharwar. The Regional Committee, however, considers that its jurisdiction should be co-extensive with that of the Belgaum Military Sub-Area including Bijapur, Karwar, Dharwar and Ratnagiri and the surrounding "Native States".

The P.L.S.C. having so far excluddd India States from the purview of its activities, decided to accept the enlarged jurisdiction of the Belgaum Regional Committee as proposed, subject to the exclusion of the surrounding Indian States

22. (Agenda Item 18(c)).

Surplus Labour :- The Regional Committee reports that a surplus labour to the extent of about 3000 is expected to be set free by the end of October 1944 when the Aerodrome construction works, at Sambre will probably be completed. Out of this, the Forest Department wants about 1000 workers. The Regional Committee has decided that the Forest Department demand should be submitted to it through the D.F.O. and that attempts should be made to supply labour from the S.D.O. Central P.W.D., Aviation Circle, Sambre i.e. apparently from the surplus mentioned above.

During the course of discussion, the Superintending Engineer, Central P.W.D. (Mr.Hanly) explained that reduction in labour at the Aerodrome works at Sambre will start from the end of October and may go on till the end of November 1944. Mr. Hanly kindly promised to ascertain and report if the surplus labour from these works is of the type that would be likely to enlist in Labour Units (Home i.e. Provincial Service) and also if they would be willing to work at Dehu Road (nearxPoona).

23. (Agenda Item 18(d)).

Provision of First Aid Boxes and Simple medicines and elementary training to clerks of employers of Unskilled Labour regarding use of same.

The committee, considered this suggestion but did not accept it, as it has already been decidéd that medical arrangements for health are the respansibility of the Principal Employer (vide condition 14 of the Minimum Standards of Conditions of Service laid down for employment of unskilled labour).

24. (Agenda Item No.19)

Letter from P.M.G., Bombay, No.EW-6/156, dated 21-9-1944 proposing grant of bonus of -4/- per day per head to unskilled labour employed by the Telegraph Department in Bombay and Poona with a view to procure and retain labour for the execution of telecommunication works, which stand at a very high War Department priority.

The P.M.G.'s representative (Mr.S.P.Patel, Divisional Engineerx Telegraphs who was present by invitation at the meeting) explained that the rates of wages at present paid to labour by the Telegraphs Department at Bombay and Poona range from [redacted]-

Rs.1/- to Rs. 1-6-0 per day and the bonus upto annas four per day proposed in addition to the wages, is to be paid after the end of the month as an incentive for the labour to stay on and also to put in better work. Total emoluments of a labourer, including bonus, will not exceed Rs. 1-6-0 per day. A months bonus will be all that will be held back, and paid subject to satisfactory service and return to work, something like an efficienty bonus.

During the discussion on this scheme, the Superintending Engineer, Central P.W.D., opined that it is not likely to have any repercussions on other labour especially as the rates prevailing in the Central P.W.D. and elsewhere are much higher and the number of workers coming under this scheme would not average more than 200 at any single place.

The P.M.G.'s representative (Mr.Patel) at this stage added that though the P.M.G. is competent to raise the wage-rates for the labour employed in the Telegraphs Department, he would consult the P.L.S.C. before doing so, if the total emoluments of a labourer exceed Rs. 1/8/- per day.

The Committee agreed to accept the P.M.G.'s scheme for grant of the proposed payment of annas four per day per head to the labour as an efficiency bonus. An extract from these minutes about this item, will be forwarded to the P.M.G. for information."

25. (Agenda Item 20).

(Candidates for post of Depot Superintendent or Assistant Depot Superintendent for the Labour Supply Depot near Thana).

After discussing the relative merits of the candidates recently interviewed by the Secretary, P.L.S.C., the Committee decided as under :-

(a) That an Assistant Depot Superintendent may be appointed as a Second-in-Command, to make a start with the Depot and keep things going till the Depot Superintendent is appointed and arrives.

That Jamadar Abdul Aziz be interviewed by Major Fearnside-Speed, so that if found suitable, he may be appointed as an Assistant Depot Superintendent in the grade of Rs. 150-15-195 with the approval of Government.

(b) That the sanction of the Government of India, Department of Labour should be requested by wire to the scale of Rs. 450-50-600 for the Depot Superintendent and an-

advertisement put in the local papers inviting applications mafor the post.

(c) That Ex-Captain R.S.Gegle be also interviewed by Major Fearnside-Speed. for the post of Depot Superintendent and that the Major should be requested to send a report to the Secretary, P.L.S.C. so that he (Mr.Gegle) may be considered along with other applicants who may respond to the advertisement.

26. (Agenda Item 21).

Scheme for employment of Army 'rejects' as Unskilled Labour.

Letter from Deputy Recruiting Officer, Poona No. A/1052, dated 9th September 1944 addressed to R.L.S.C., Poona, proposing the following scheme (in place of that mentioned in his previous letter No.A/1051, dated 20th July 1944 :-

" That a Civil Representative actually accompanies each A.R.O. on his tour and takes up rejected recruits immediately on rejection.

This involves no extra clerical labour, waste of paper and definitely gets hold of the rejects. Arrangements for maintenance and transport would have to be the responsibility of Civil. As far as is known, the intention is to start this scheme (if approved on the opening of Labour Supply Depot/Depots."

The Committee decided to get the Depot near Thana opened as soon as possible, where provision should be made for a start with a total population of 500 labourers for being formed into Civil Labour Units (Home Service). If not suitable for these units, the men can be sent over to the military collecting centre at Dehu Road for training, in batches not exceeding 250, as suggested by Major Fearnside-Speed.

27. (Agenda Item 22).

Government of India Review No. V regarding Unskilled Labour Supply Position for July 1944 in various Provinces.

The Chairman read out relevent portions concerning Bombay and the figures of labour supplied by various Depots in other Provinces.

28. (Extra Item).
Written consent of Trustees of the Wagle Estate near Thana, to the Estate being used as a Labour

" It was resolved that the request be granted on the same conditions and privileges laid down at the time of giving the said Estate to the Collector of Thana for the use of Evacuation Camp.

An extract of Minutes of the Kalyan R.L.S.Committee was produced by the said Secretary. It has been pointed out to him that it was not possible to allow the use of the Chawl occupied by the Estate Halis. Moreover, the Chawl contains a room used for the storage of paddy. The Trustees and their staff shall have the privilege to enter the Estate any time for the purpose of inspection or otherwise."

The Chairman read out the consent terms and the Committee decided that the terms should be accepted with thanks.

The Committee also decided that the Sub-Committee appointed by the P.L.S.C. under the Chairmanship of the Collector of Thana, with the addition of Major Speed, should be requested -

(a) to go round the Estate and decide details necessary to start the Depot going, as soon as the Assistant Depot Superintendent referred to in para 25 supra joins his appointment.

(b) to provide accomodation in the Depot for a total population of 500 labourers to start with.

(c) to consider and arrange for the following staff etc required nucleus :-

1 Accountant Head Clerk (Collector of Thana to be requested to see if a suitable man could be secured).

*(To be advertised) *1 Storekeeper (with security).

2 Clerks.

8 Cooks (Professional type).

4 Bhistees.

6 Chowkidars.

10 Hamals.

4 Sweepers.

- Partetime services of a Medical Officer for inspection of recruits from Civil Hospital, Thana.

- Medical orderlies.

1 Compounder (Whole-time). (d)...

(d) to arrange for food supplies, pots for cooking etc.

(e) to arrange for a lock up for food and pots.

(f) to get a revised plan and estimate from the P.W.D. in the light of the above requirements and other requirements already approved by the P.L.S.C. in the previous meeting.

29. (Extra Item.)

Minutes of the Poona, Regional Labour Supply Committee's meeting held on 25th September 1944:-

Regarding the Regional Committee's proposal to convene a Sub-Committee under Lt.Col.Beety (to report on conditions of service which would attract labour in addition to ordinary wages and also regarding any improvements etc. while labour is short at Dehu Road as compared with the Ammunition Factory), it was considered that this might wait till the expected instructions of the Government of India are received regarding standardization of wage rates. (vide para 17 supra).

J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
3rd October 1944.

- - - - -

Abbrev:Tel.Address:
'PLABSUPCOM'

No.L.S.C.3.

Office of the Secretary,Provincial Labour Supply Committee, First Floor, (North Wing), Secretariat, Bombay.
3rd October 1944.

From
Rao Saheb J.V.Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee,Bombay.

To
W.H.E.Garred, Esq., I.S.E.,
Chief Engineer and Secretary to Government,P.W.D.

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply Committee, Bombay, held on the 28th Sept.1944 and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 9th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date. A

2. The minutes will as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 Noon on Thursday the 26th October 1944.

Your obedient servant,
J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

As at A.
Id/-
5/10/W.

Copy, with a copy of the draft minutes referred to, forwarded for information to the Political and Services Department.

Minutes of the meeting of the Labour Supply Depot Sub Committee held at Thana on 9th October 1944.

- - - - -

Present :-

(1) Mr. G.V. Bedekar, Collector, Thana.

(2) Major K. A. Fearnside-Speed, D.A.D.P. & L. 108 & 110 L. of C. Areas.

(3) Captain J. R. P. Ottley, 110 L. of C. Area.

(4) Captain T. R. Hayes representing Major Heller, 108 L. of C. Area.

(5) Rao Saheb J. V. Muzumdar, Secretary, Provincial Labour Supply Committee.

(6) Mr. D. N. Rathod, Sub Divisional Officer, P.W.D.

Arrangements necessary for getting the Depot working by about the 15th instant were considered and it was decided that immediate attention should be paid to the following items and necessary action taken by the officers shown against each item.

(1) Staff:- The following staff will be required.

(a) 1 Head Clerk/Accountant.
(b) 1 Store Keeper.
(c) 2 Clerks including typist.
(d) 4 Sweepers.
(e) 10 Hamals.
(f) 6 Chowkidars.
(g) 1 Compounder.
(h) 2 Supervisers (to be provided temporarily by the Assistant Engineer.)

Rao Saheb Muzumdar will recruit staff at (a), (b) &(c). Mr. Gode, Secretary Kalyan R.L.S.C. will recruit staff at (d) (e), (f) and (g).

(2) Water Supply :- The Assistant Engineer, P.W.D., should have the wells cleaned immediately and necessary repai carried out to the water channels and masonry reservoir. He wil also arrange to purchase 24 ropes for drawing water from wells.

Rao Saheb Muzumdar will speak to the Municipal Commissioner for the City of Bombay for securing connection from the Tansa Main.

(3) Washing:- The Assistant Engineer will arrange to purch 50 buckets and to get the washing platform constructed with a gutter to drain away from the tank water used for washing.

(4) Roads:- The Assistant Engineerwill purchase the following equipment forroad making which will be done by the labour in the camp.

(1) 25 Picks.
(2) 25 Shovels.
(3) 25 Ghamelas.

(5) Latrines :- The Assistant Engineer will select sites for temporary erection of latrines. In due course the sites for permanent latrines will be selected in consultation with the Public Health Department.

(6) Buildings and Huts:-The Assistant Engineer will arrange for the following :-

Cleaning, whitewashing of pucca buildings, cutting of grass and making of footpaths.

(7) Temporary Guard Room :-A temporary Guard Room 30' x 12' in two sections each 12' x 15' will be constructed at the entrance to the Estate. The Assistant Engineer will carry out the work in bamboo, mats and grass roofing etc.

(8) Telephone:- Rao Saheb Muzumdar will arrange to get a telephone Surgeon connection in the Depot Office.

(9) Medical Inspection:- The Collector will arrange with the Civil Surgeon Thana for vaccination and medical inspection.

(10). Miscellaneous Stores & Provisions required:-

(a) Cooking utensils - 10 sets of cooking utensils each for 45 men to be purchased by Mr.Gode in accordance with Appendix C of the 'Central Government's Scheme for Provincial Civil Labour Units (Home Service).

(b) Mr. Gode will arrange to purchase 50 hurricane lanterns and two pextromaxes.

(c) The Assistant Engineer will provide necessary lamp posts on the Estate.

(d) Office furniture - supply of which will be arranged by the Assistant Engineer :-
6 Tables, 6 Camp pieces, 24 Chairs, 6 benches, 6 Cupboards and 2 boxes.

(e) Furniture for Superintendent & Assistant Superintendent to be supplied by the Assistant Engineer :-
12 Charpoys (Nawar); 6 Tea poys; 2 Dressing tables; 8 Chairs; 2 Dining Tables; 4 Camp pieces; 2 Easy Chairs; 2 Shelves; 2 Almirahs; 2 Bath Tubes; 3 Commodes and such other items as are required to furnish a second class P.W.D.. Inspection Bungalow.

(f) Dead stock articles:-500 Kataras, 500 Thalis, one set of weights, scales & Paylee measures; 12 Padlocks.
(The above will be purchased by Mr. Gode).

10 axes; 10 scythes and the Notice. Board at entrance.
(These will be purchased by Rao Saheb Muzumdar).

(g) Stationery:-Typewriter, Books, Registers, Nominal Rolls etc. to be arranged by Rao Saheb Muzumdar.

(h) The Collector of Thana will arrange for food rations and kerosene. The Collector will also

firewood etc. Preferably a contractor ~~xdii xdxm~~ should be arranged for supply of cooked meals. Rations for 250 men for 7 days should be laid in store as reserve.

(i) A contractor should be arranged by the Collector for running a canteen at the depot where articles will be sold at controlled rates

(10) Government sanction:- Rao Saheb Muzumdar will obtain orders of Government to enable the Assistant Engineer and other officers to proceed with purchase of articles etc.

(11) Precautions against fire:- The Depot Superintendent will take necessary precautions against fire and will submit an indent to Rao Saheb Muzumdar for buckets and fire fighting appliances required at the Depot.

G. V. BEDEKAR.
COLLECTOR and CHAIRMAN
Sub Committee.

Thana,
9th October 1944.

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~~Minutes~~ of

MINUTES OF A CONFERENCE HELD ON 11 OCT 44 at HQ 110 L OF C AREA FOR THE PURPOSE OF DISCUSSING THE NEW SCHEME FOR RAISING PROVINCIAL CIVIL LABOUR UNITS (HOME SERVICE).

The following were present at the meeting.

Rao Saheb J.V.Muzumdar, Secretary, Provincial Labour Supply Committee, BOMBAY.

Brig.E.R.PAGE, "Q" HQ Southern Army.

Col.K. A. GOSNELL, A.Q.M.G. 110 L. of C. Area.

Lt. Col. LUNNON HQ 35 Group I.P.C. Dehu.

Major SCOTT, D.R.O. POONA.

Capt. J.R.P? OTTLEY I.P.C. 110 L. of C Area.

Capt. BENNETT S. C. G.H.Q. ORDNANCE DEPOTS.

Major K. A. FEARNSIDE SPEED, D.A.D.P. & L. 100 L. of C. Area.

RAISING OF PROVINCIAL CIVIL LABOUR UNITS (HOME SERVICE).

Item 1.The Thana Depot. The opening of the Labour Supply Depot at Thana was stressed as being entirely a Provincial Government concern. The Secretary of the Provincial Government Supply Committee stated that the preliminary staff for this depot had already been earmarked - The assistant depot Superintendent had arrived and 10 hamals for general purposes and 6 chowkidars were expected in the matter of days. None of the staff for this depot would be sent to the Army Collecting Centre at Dehu for training with the exception

of supervisors. In fact the permanent supervisors for the depot would be finally selected from these trained by the Army.

There was adequate accommodation at this depot for 2000 men, but to commence with it was decided to cater for 500 at a time. It was confidently hoped by the Secretary Provincial Labour Supply Committee BOMBAY that the Depot be open by the 15th October, with the essential staff, in residence. There still appears to be a very considerable delay in getting the staff appointed, although anumber of suitable individuals have been offered by the Military Authorities. This is apparantly to the fact that financial sanction for their entertainment has not yet been given by the Provincial Govt.

Action by Provincial Government.

The Secretary Provincial Labour Supply Committee promised to get this staff instituted at an early date.

Item 2. LABOUR UNITS.

The first was to be known as :-
No.1 Bombay Civil Labour Unit (Home Service).

SUPERVISORS.

The first essential point in raising a Unit was to obtain Supervesory staff. To do this it was decided that advertising should be resorted to,(a Provincial Government responsibility). The Secretary Provincial Labour Supply Committee agreed to take energetic steps in this connection to train these men.

Action by Provincial Government.

It was suggested that 50 men of a calibre suitable for the posts of supervisors and assistant supervisors should be obtained by the Provincial Labour Supply Committee, to be ready to proceed to Dehu Military Collecting Centre for training within a fortnight time. The O.C.35 Group I.P.C. said he could accept them at once.

A unit commander and 2nd-in-command with Headquarter staff had to be immediately advertised for as they have to be ready to move to the Collecting Centre before the first 200 labourers arrive there.

Action by Provincial Government.

The unit commander and 2nd in command also have to undergo training at Dehu and cannot be finally

appointed to a unit until they have been trained. After training they will return to the Labour Supply Depot at Thana when the Provincial Govt. can make their final selections.

LABOUR

The civil authorities can start to collect labour in the Supply Depot at Thana from now onwards. From amongst this labour suitable gangers can be selected. These can be trained in their duties by the supervisors on their return from their fortnight's course at Dehu.

They will also receive further training when each Coy of 200 men are sent to the Army Collecting Centres.

Item 3. PUBLICITY AND PROPAGANDA

The new Government of India scheme was only received by the Secretary Provincial Labour Supply Committee two daysago.

He is taking immediate steps to inform all the seven Regional Committees of this scheme and he is requesting all Collectors to give the greatest possible publicity and prepaganda to it in order that labour may be collected from all possible sources particularly outlying villages, and sent on to Thana Supply Depot.

Action by Provincial Government.

Prepaganda and Publicity regarding Supervisors has also been made through Military channels by the C.O.O.S. of the Ordnance Depots at Dehu. The Secretary Provincial Labour Supply Committee also promised to arrange wide publicity and prepaganda amongst all the Labour at Dehu to inform the latter of the excellent terms offered.

POSSIBILITY OF ENROLMENT INTO THE PROVINCIAL LABOUR UNITS OF LABOUR ALREADY WORKING AT DEHU.

It was agreed that as many as possible of the labour now working at Dehu should be encouraged to join the Provincial Units.

The Secretary Provincial Labour Supply Committee, Bombay, was in favour of opening up a camp near Dehu, possibly near the neighbourhood of Talegaon village, and utilising this as a subsidiary Labour Depot,i.e. subsidiary to Thana Depot. This should be tried out as early as possible as an experimental measure, the object being to avoid labour having to travel down.

Action by Secretary Provincial Labour Supply Committee.

EFFECT ON MILITARY RECRUITING.

The recruiting representative explained that the views

of Colonel MOSSE, Recruiting Officer, POONA, are that any form of publicity and propaganda should be avoided for unskilled labour as it was feared by the recruiting authorities that this might have adverse effect on recruitment for the Army. This protest was duly noted and recordedbut it was agreed that it was entirely contrary to the spirit of the Government of India and GHQ instructions about raising of the Provincial Labour.

CIVIL RECRUITING OFFICERS.

The point was made that civil recruiting officers should accompany military recruiting officers on their tour and collect all recruit rejects. Action by Secy., P.L.S.C.

The Secretary Provincial Labour Supply Committee, Bombay, agreed that it was essential for the Provincial Government urgently to appoint number of civil Recruiting Officers with a view to enlisting labour. He will raise this point direct with the Provincial Government.

The Secretary Provincial Labour Supply Committee, Bombay asked for advice on the terms and pay suggested and following suggestions are offered :-

If it is definitely decided to employ Civil Recruiting Officer his pay should be between Rs. 350- 450, but the best methods of obtaining recruits over a wide area are :-

First method

Experience in Gorakpur has shown that the best results are produced through the court of Wards and the Tahsil Officials.

Patwari is generally the best agent for recruitment. Village munsif.

Tahsildars : must fix a weekly quota for each patwari and Mamlatdars .see that he supplied labourers in accordance with the quota. A weekly report should be obtained from the Tahsildar showing the number of labourers he has been able to produce in the week. Circulation of these numbers to all Tahsils weekly together with the display of a little interest on the part of sub divisional officers will, it has been found go a long way towards stimulating recruitment.

These.....

These are Government officials and are not entitled to "bringing in money".

Second method

Agents are paid at the rate of Rs. 3/- per head and a ration allowance at the rate of Re.1/- per diem for the actual journey of over 3 hours. It would be noted that the Rs.3/- bringing in money is paid as follows: Rs.1/- on bringing in the labour recruit to Supply Depot and the balance after a minimum period of one month has been served by the recruit.

LABOUR REPORTED AVAILABLE AT BELGAUM :

Major Speed reported that the 3000 labourers at present employed at Belgaum would shortly finish their present task and will be available for recruiting. The Secretary Provincial Labour Supply Committee, Bombay stated that 1000 had already been earmarked for transfer to the Forest Department. He had already taken steps to find out if the balance of 2000 would be suitable for enrolment. The Secretary Provincial Labour Supply Committee, Bombay promised to take immediate active steps to get hold of this labour while it still available.

Action by P.L.S.C.

UNSKILLED LABOUR HAVING EXPERIENCE AS CARPENTERS, ETC.

Major speed stated that this type of labour was available within the Presidency. He stressed the advisability of encouraging such labour to join the Provincial Labour Units as their value in these units would be very considerably. Although such personnel would have to be classified as unskilled labour, they would be able to do "overtime" work and thus get extra pay.

FINANCE

Action by P.L.S.C.

The Secretary Provincial Labour Supply Committee, Bombay confirmed that he anticipated no difficulty whatsoever in obtaining immediate financial sanction to the extent of any small sums in connection with the scheme.

Major Speed mentioned that on various occasions in connection with the formation of Supply Depot at Thana there appeared to be considerable difficulty as to the method of obtaining financial sanction to expenditures on small items. It is suggested that this point be clarified by the Finance Department, Bombay Government.

ACCOMMODATION FOR RAISING UNITS.

It was confirmed that accommodation already exists at Thana for 2000. At Dehu Road Accommodation can be provided at once for a minimum of one unit (1050)

MEDICAL ARRANGEMENTS.

Immediate (civil) medical arrangements for the Labour Supply Depot at Thana have been arranged. As far as medical arrangements at Dehu are concerned, immediate steps will be initiated by the military authority. A medical officer and staff will be provided for each unit by the Provincial authorities and will arrive at Dehu with H.Q.unit staff. Action by P.L.S.C.

FURTHER SUBSIDIARY LABOUR DEPOTS .

Depending on the experience gained as a result of publicity of the new terms, it is thought that it may well be desirable to open fur ther subsidiary labour depots in other parts of the Presidency in due course.

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(Draft) Minutes of the Fifth meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay,

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PRESENT:

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - S.V.Joshi, Esq., B.A.(Cantab), for G. B. Constantine, Esq., I.C.S., Commissioner of Labour.

J. R. Phillips, Esq., B.Sc.(Eng.)Lon.,I.S.E. Deputy Secretary to Government P.W.D. (Roads and Buildings) - for W.H.E.Garred, Esq., I.S.E., Chief Engineer and Secretary to Government P.W.D.

D. R. Pradhan, Esq., I.C.S., Chairman, National Service Labour Tribunal, Bombay.

Col.K. A. Gosnell, A.Q.M.G., 100 L. of C.Area

Col.A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt.Col. A. Jardine, A.Q.M.G. 167 L. of C. Sub-Area.

Major W.Reeve, D.A.Q.M.G.108 L. of C.Area for Lt.Col.G.C.Marsh, A.Q.M.G.108 L.ofC.Are

Major K.A.Fearnside-Speed, D.A.D.P. & L., 110 L. of C. Area.

Captain Niaz Alikhan, Assistant Recruiting Officer, Bombay -for Major A.F.Scott,Deputy Recruiting Officer, Poona.

P. J. Hanly, Esq., Superintending Engineer, Western Circle, Central P. W. D.

A. Saldanha, Esq., Deputy Chief Engineer 'Maintenance' G.I.P.Railway.

E. M. Bilimoria, Esq., Deputy President, Western India Builders' Assocation,Poona.

S. C. Joshi, Esq.,M.A.LL.B., M.L.C.(Bom.), Representative of Bombay Provincial Trade Union Congress.

Secretary - Rao Sahed J. V. Muzumdar, B. A.

The Director of Unskilled Labour Supply, Calcutta, was represented by Mr.S.V.Joshi, who attended on behalf of the Commissioner of Labour.

The following also attended the meeting :-

Lt.Col.G.W.Holland, A.D.R. & L.,H.Q.Southern Army (11 A.B.P.O.).

A.S.Asayekar, Esq., Assistant Labour Welfare Adviser (Government of India.

Captain J. R. P. Ottley, 110 L. of C. Area.

Miss Maniben Kara, appointed as a member representing the Provincial Committee of the Indian Federation of Labour, was not present.

2. (Agenda Item 1).
Confirmation of minutes of the P.L.S.C. held on 28-9-44.

No modifications or suggestions were received from any of the members in respect of the draft minutes referred to above, except the suggestion made by the Representative of the P.M.G., Bombay, (who attended the last meeting by request) to substitute the following for para 24 of the draft minutes :-

" 24. (Agenda Item No.19).

Letter from P.M.G., Bombay, No.EW-6/156, dated 21-9-44 proposing grant of bonus of -4/- per day per head to unskilled labour employed by the Telegraph Department in Bombay and Poona with a view to procure and retain labour for the execution of telecommunication works, which stand at a very high War Department priority.

The P.M.G.'s representative (Mr.S.P.Patel, Divisional Engineer Telegraphs who was present by invitation at the meeting) explained that the rates of wages at present paid to labour by the Telegraphs Department at Bombay and Poona range from Rs.1/- to Rs.1-6-0 per day and the bonus upto annas four per day proposed in addition to the wages, is to be paid after the end of the month as an incentive for the labour to stay on an also to put in better work. Total emoluments of a labourer, including bonus, will not exceed Rs. 1-6-0 per day. A month's bonus will be all that will be held back, and paid subject to satisfactory service and return to work, something like an efficiency bonus.

During the discussion on this scheme, the Superintending Engineer, Central P.W.D., opined that it is not likely to have any repercussions on other labour especially as the rates prevailing in the Central P.W.D. and elsewhere are much higher and the number of workers coming under this scheme would not average more th n 200 at any single place.

The P.M.G.'s representative (Mr.Patel) at this stage added that though the P.M.G. is competent to raise the wage-rates for the labour employed in the Telegraphs Department, he would consult the P.L.S.C. before doing so, if the total emoluments of a labourer exceed Rs. 1/8/- per day.

The.....

The Committee agreed to accept the P.M.G.'s scheme for grant of the proposed payment of annas four per day per head to the labour as an efficiency bonus. An extract from these minutes about this item, will be forwarded to the P.M.G. for information."

The modification suggested by the P.M.G.'s representative was accepted and the draft minutes were then confirmed subject to that modification.

3. (Agenda Item 2).
Composition of the P.L.S.C.

The suggestion made in the letter from H.Q. 166 L. of C. Sub-Area, No.4510/44/Q, dated 29/30-9-1944 and letter from the D.A.D.P. & L., 110 L. of C. Area, No.2976QPL/1, dated 4-10-44, for the discontinuance of Lt.Col.F.C.Beety as a member of the P.L.S.C. (on the ground that he is included as a member in the R.L.S.C., Poona) was approved.

4. (Agenda Item 3).
Composition of the P.L.S.C. - addition to the -

The Government of Bombay (Political and Services Department) Notification No.7889/34, dated 26-9-44, regarding the appointment of the Director of Unskilled Labour Supply, Calcutta, as an Ex-Officium member of the P.L.S.C. and the various R.L.S.Committees in this Province was read for the information of members, ~~Of~~Copies of this notification and of the Government of India orders underlying it, have already been forwarded to all Regional Committees for information.

5. (Agenda Item 4).

Minutes of the meeting of the Labour Supply Depot Sub-Committee held on 9th October 1944.

The minutes were read and it was explained that in view of the necessity of opening the Depot immediately, the Secretary, P.L.S.C. was directed to take the necessary action immediately on the various recommeddations made by the Sub-Committee. The report submitted by the Secretary regarding the action taken in this connection, was read for the informat of the members and was generally accepted subject to the remarks made below:-

(i) The Collector of Thana has recommended that the rate of pay demanded by the compounder viz.Rs.75/- per month plus free quarters, be got sanctioned by Government as it

is difficulty to get a compounder on a lesser pay. The Committee considered that as the co mpounder will get free rations as well as free quarters, the Collector should be asked to try and secure in consultation with the Civil Surgeon, a compounder within the pay-scale sanctioned in the Government of India Scheme viz. Rs. 50-5-60.

(ii) The Committee decided that free rations should also be given to all the staff of the Labour Supply Depot along with the Labour Unit.

(iii) The Committee also decided that payments should be made to the Labour every week, the wages to be paid while at the Depot being annas -12/- per head before they are taken away.

(iv) It was also agreed that the Secretary should submit the details regarding the estimated expenditure on the various items to the Finance Department (though the Political and Services Department) to enable Government to issue the necessary orders regarding Funds.

Copies of the minutes of the Sub-Committee's meeting and the Secretary's report referred to above are appended.

Already sent with Agenda.

6. (Agenda Item 5).

Minutes of the Military Conference held on 11th October 1944 at H.Q. 110 L. of C. Area for discussing the New Scheme for raising the Provincial Civil Labour Units (H.S.).

These were read and the Chairman explained the position as under in respect of the various points raised in the minutes:-

(a) The suggestions for speeding up the opening of the Thana Depot were accepted.

(b) Though the conference in question was supposed to be at executive level, it had made proposals of policy some of which require consideration and others are contrary to the policy of the P.L.S.C. and of Government. The Thana Depot was set up to take rejected Army Recruits and refugees and the proposal to collect labour from outlying villages, unless they are [illegible] new one.

As to the suggestion that the civil officers of Government such as Mamlatdars (equivalent to Tehsildars) and Village Officers should used for recruitment of labour, it must be made clear that this cannot be accepted. The P.L.S.C. and R.L.S.Committees have been setx up on the clear understanding that they are to do their own work and not add to the burden of the already overworked Revenue staff.

(c) The matter had been discussed fully with the Commander 110 L. of C. Area and his final opinion was that there should be only one recruiting agency viz. that now recruiting for the Army This is exactly in accordance with the P.L.S.C.'s present policy and it was agreed that no civil recruiting agency for Labour Units should set up.

(d) Regarding funds no difficulty would be experienced if concise demands are put before the Finance Department and the scales sanctioned by the Government of India are adhered to

Supervisors :-After discussion, the Committee accepted the proposal that steps should be taken to recruit 50 Supervisors and Assistant Supervisors and to send them on to Dehu Road for training. It was explained by Major Speed that this number would not be excessive, as some of them are likely to be thrown out for failing to come up to the mark after training and some may drop off. Hence, there would be very little risk of a surplus. (Col.Gosnell, at this stage pointed out a clerical error in respect of the third sentence of the minutes of the Military Conference under the hedding "Supervisors" and asked that the sentence should read as under :-" The Secretary, P.L.S.C. agreed to obtain these men".)

UNIT Commanders and 2nd-in-Command:- It was decided that these should be selected immediately from among the applications received in response to the Advertisements regarding Depot Superintendent. They too will have to go to Dehu Road for training . After training, they will return to the Depot at Thana, when the final selections will be made and the appointments of the finally selected candidates sanctioned.

Publicity and Propaganda and effect on Military recruiting:-Please see remarks made in para 6(b) above. It was further explained that the proposed publicity and pro-

paganda is likely to affect military recruitment and result in drawing away labour from elsewhere . In view of the decision reached in para 6(c) above the recruitment of labour, required by the Depot would be confined to the Army 'rejects' and refugees except at Dehu Road where the labour already on the spot would be recruited. For this purpose it was agreed that the Supervisors be sent out by arrangement with the Recruiting Officers. They should keep in touch with Recruiting Officers and should take over the 'rejects' and do not other recruiting.

During the discussion it was mentioned that there was a serious shortage of Marathas for the Army and Col. Franks was anxious that these should be no recruitment of Labour in Maharashtra. He had however, no objection to recruit labour in Gujarat. It was agreed to by the Committee, that if these was any decision by the Government of India that there should be Civil recruiting, this should be confined to Gujarat.

Civil Recruting Officers :-As Supervisors will be utilised for bringing in the 'rejects' the question of appointments of Civil Recruiting Officers does not arise.

Labour at Belgaum :The Superintending Engineer, Western Circle, Central P. W. D. who was requested to enquire and report about this labour, has reported as under :-

" (i) The Sambre works will continue up to 31st December 1944.

(ii) The unskilled labour strength is approximately 2000 of which 35% are female labour and as such are not eligible for recruitment.

(iii) The labour is all local and mainly agricultural, and therefore it is very unlikely that they will leave their native place.

(iv) The labour being mainly agricultural, gives a very poor output of work and is satisfied with low wage when they are employed near their homes."

Major Speed, who was present at the last meeting of the R.L.S.C.,Belgaum, said however, that it may be assumed that at least 500 male labourers from the Sambre work can be secured for the Depot. It was decided that prompt and efficient steps

should be taken to secure this labour.

Recruitment of Carpenters as Unskilled Labour:-This suggestion of Major Speed was discussed and it was agreed that no skilled carpenters would care to join on the wagefixed for Unskilled Labour, however,if carpenters' mates be willing to joinandthe wage rate of annas -12/- paid to Unskilled Labour, they can be recruited for the labour Units, Instructions to this effect should be issued to the Recruiting Officers.

Medical Officer and Staff for Labour Unit :- It was decided that the Surgeon General with the Government of Bombay should be immediately written to for providing the required medical staff.

Subsidiary Labour Supply Depot near Dehu :- Col. Holland pointed out that the reference to accommodation at Dehu Road in the minutes of the Conference referred to accommodation for the military collecting Centre and that there was no military accommodation for the Labour Supply Depot.

It was decided that this Depot should be set up near the village at Talegaon (Dabhade) and that a Sub-Committee composed of the following members should be requested to go into this question as soon as possible and submit detailed proposals and recommendations to the Provincial Labour Supply Committee:-

Chairman :- The Collector of Poona or a Prant Officer selected by him.

Members - Superintending Engineer, Central Circle or his Deputy.

Major K. A. Fearnside-Speed, D.A.D.P. & L., 110 L. of C. Area.

Rao Saheb J. V. Muzumdar,B.A., Secretary, P.L.S.C.

The following will be the main points for consideration of the Committee:-

(a) Selection of a suitable site for the Depot near Talegaon (Dabhade) from among the following:-
   (i) The Fort.
   (ii) Some suitable site near Talegaon.
   (iii) Old evacuation Camp at Vadgaon.

(b) Water Supply for drinking purposes.

(c) Hospital arrangements (To see if Part-time services of a Medical Officer from Lonavla could be secured, the Civil Surgeon, Poona, being consulted).

(d) Accommodation for Labour and staff. (Temporary hutting arrangements would meet requirements of labour, any pacca buildings near by being secured, if available,for accommodating office staff etc.

(Agenda Item 6).

Bombay Province Probation and After-Care Association - Boys over 18 from the - for the P.C. L.Us.(H.S.).

P.L.S.C.letter No.L.S.37, dated 16th October 1844 communicating to the Chief Inspector of Certified Schools Bombay Province, Poona, that boys over 18 years of age from the Bombay Province Probation and After-Care Association can be taken in the P.C.L.Units (H.S.) for employment as unskilled labour, was read and noted.

3. (Agenda Item 7).

Unskilled Labour Supply Position in Ahmedabad Area.

Letter from Recruiting Officer, Poona, No.1052, dated 6th October 1944, regarding position of Unskilled Labour Supply from Ahmedabad are as under:-

" I have written to A.R.O., Ahmedabad, asking him to try and give me an estimate of what labour might become available from his recruiting area. This is rather a difficult proposition and it is doubtful whether we shall be able to get anything like an accurate figure until such time as the depot at Thana opens. I have, however, asked him to report to me Weekly numbers of volunteers and the proportion of volunteers to those unwilling from amongst his rejected recruits. The following figures may, however, give some indication of what we might expect when labour units start raising. They represent monthly enrolments for Civil Pioneers from March to September this year.

AHMEDABAD : ENROLMENTS - CPF

Mar-	Apl.	May.	Jun.	Jul.	Aug.	Sept.
16	32	28	26	49	13	63

These enrolments were made against demands on the A.R.O. as follows -

AHMEDABAD : DEMANDS - CPF

Mar.	Apl.	May.	Jun.	Jul.	Aug.	Sep.
NIL	12	NIL	12	12	NIL	10 "

The information was noted and the opinion was expressed that the terms fixed for the P.L.L.Units(H.S.) were likely to attract the Ahmedabad 'rejects'.

9.....

9. '44 (Agenda Item 8).

Minutes of the Bombay City Regional Labour Supply Committee's meeting held on 4th October 1944.

Inter alia, the Regional Committee have decided to collect information regarding 'rejects' from the following two sources, in addition to the Recruiting Officer:-

(a) The Technical Recruiting Officer Bombay City.
(b) The Superintendent of Police, 'L' Division, so far as recruiting for City Police Force is concerned

The Regional Committee's decision was agreed to by the Provincial Labour Committee.

10. (Agenda Item 9).

The minutes of the Bombay Suburban District Regional Committee's meeting held on 22nd September 1944 and the P.L.S.C.'s letter showing action taken thereon, were recorded

11. (Agenda Item 10).

Minutes of the meeting of the R.L.S.C., Kalyan, held on 12th October 1944.

The following extract from these minutes relating to wages of sweepers, was read for information of members :-

" Wages of Sweepers at Ambernath :- The letter of the WIHCO Ambernath dated 12th September 1944 was considered. The Superintendent of the Ordnance Factory Ambernath said that he has no sweeper problem since the wages of sweepers at the factory were raised to parity with those at the Transit Camp, Kalyan.

There is no shortage of sweepers in the Kalyan Region at the moment. There was a shortage during May last but the Kalyan Municipality which faced a strike of sweepers imported some sweepers from Gujarat and the position has eased all round.

The meeting thought that the wages paid to "Conservancy" sweepers by WIHCO Ambernath are on the high side and should if possible be brought down to the general level at Ambernath round about Rs.35/- p.m.(inclusive)."

The Members were informed that the Ordnance Factory Ambernath, had been written to, with a view to ascertain what they pay in cash wages, Dearness Allowance and supplies to the sweepers.

Moreover, no action was considered necessary unless and until the Factory demands additional number of sweepers.

12. During the discussion an enquiry was made as to what action was being taken for standardizing wage rates. It was explained that action in this connection has been held over in view of the intimation received from H.Q. 110 L. of C. Area (vide their letter No.296QPL, dated 22-9-44) to keep all questions regarding rates of pay for Unskilled Labour pending till receipt of instructions which the Government of India will be shortly issuing. The Government of India have been requested to state when these instructions may be expected.

It was decided that although the question of standardization of wages, being a complicated and difficult one, would take some time to be settled, the work of collecting statistical information in Form A should be continued and that the R.L.S. Committees and Executive Engineers in other areas should be informed accordingly,

13. (Agenda Item 11).
Appointment of an Executive Sub-Committee of the P.L.S.C.

In order to secure the expeditious disposal of the work of the P.L.S.C., and not keep it pending till the next monthly meeting, it was decided to appoint an Executive Sub Committee comprising the following few members who could meet whenever necessary and dispose of important and urgent questions :-

Chairman - The Adviser (Home) to H.E. the Governor.

Members - W.H.E.Garrod, Esq.,I.S.E.,
Chief Engineer and Secretary to Govt.P.W.D.

Col. A. W. Aemitage,
Deputy Chief Engineer, 108 L. of C.AREA.

Lt.Col.G.C.Marsh,
A.Q.M.G., 108 L.of C Area.

Major K. A. Fearnside-Speed,
D.A.D.P.& L., 100 L. of C. Area.

Rao Saheb J. V. Muzumdar, B.A.,Secretary, P.L.S.C.

It was further decided that this Executive Sub-Committee should meet on Friday the 10th November 1944 at 12 (Noon) at the Secretariat in Bombay.

14. (Agenda Item 12).

It was decided to hold the next meeting of the P.L.S.C. on Friday the 8th December 1944, at 12 (Noon) at the Secretariat in Bombay.

J. V. Mazumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
1st November 1944.

. . . . . .

Report by Secretary, Provincial Labour Supply Committee, regarding action taken in respect of the preliminary steps as decided in the minutes of the meeting of the Labour Supply Depot Sub-Committee held on 9th October 1944.

Staff for the Depot.

Head-Clerk/accountant:-Mr.R.N.Joshi, B.A., who has retired as P.A. to the Educational Inspector, Bombay Division has been selected for this post on a pay of Rs. 250/- plus his pension (approximately Rs. 128/-) and the Government of India have been asked by wire to telegraph their sanction by 27-10-44. If no reply be received by that date, the Government of India have been informed that their approval would be presumed and the appointment made, view of the urgency.

1 Store-Keeper, 2 Clerks (including typist and 2 Supervisors:-

These posts have been advertised in the Papers (12th to 16th instant). 23-10-44 was the last date of awaiting the applications. A large number of applications have been received in response and these are being classified and selections will be made within the next 2 or 3 days.

4 Sweepers, 10 Hamals and 6 Chowkidars:- The Collector of Thana, who had undertaken to recruit these, reports that -

3 Sweepers have been recruited and a fourth will be shortly entertained.

2 Hamals have been recruited and the remaining 8 are being taken up.

All the 6 Chowkidars have been recruited.

1 Compounder has been recommended by the Civil Surgeon, Thana, but the compounder demands Rs.75/- p.m. and free quarters. The scale sanctioned in the Scheme is Rs. 50-5-60. (The Collector

recommends that as it is difficult to get a compounder on a lesser salary, he may be appointed on that pay and the sanction of Government obtained for the same).

Water Supply.

The sanction of the Municipal Commissioner for the City of Bombay has been obtained for a 1½"connection from the Tansa Mains, subject to conditions prescribed by the Hydraulic Engineer and the Executive Engineer, P.W.D. has been requested to give the necessary undertaking and supply the meter etc. immediately to enable the Municipality to carry out the work at once.

Repairs etc. to Buildings and huts, Construction of washing platforms and drain, Latrines and temporary Guard room and clearing the wells of weeds, Lamp posts etc.:-

The Executive Engineer has already started the various items referred to above, in anticipation of formal sanction to Estimates and the same will be furnishedin a few days. A rough Estimate sent by the Executive Engineer for these items is placed on the Table, to give an ider of the work. The estimated expenditure comes to Rs. 26000/-. The site of the Trench Latrines was fixed by the Sub-Divisional Officer in consultation with the Assistant Depot Superintendent.

Telephone for the Depot.

The sanction of Government in the Political and Services Department has been obtained for installing a telephone in the office of the Depot and the General Manager, Telephones, Bombay District, has been requested to issue immediate instructions for installing the telephone.

Medical Inspection :-The Collector of Thana has arranged with the Civil Surgeon, Thana, for part-time services of a Dector for medical inspection of recruits arriving at the Depot.

Miscellaneous Stores and Provisions :- Orders have been placed through the Assistant Stores Purchasing Officer, Bombay, for the following articles :-

1000 Blankets { 221 (Army type through the Surgeon General with the Government of Bombay).
{ 101 (Part worn) through A.R.P. Controller, Bombay.
{ 322 Blankets through A.R.P.Controller, Nasik Road.
{ 348 Blantets through District Magistrate, Ahmedabad.

The.....

The 131 blankets from the A.R.P. Controllet, Bombay, will be taken ove immediately by this office and the rest will be delivered at Thana by rai

25 Pickaxes.
25 Phowras.
25 Chamelas.
500 Katoras.
500 Thalis.
4 Degchis (big) 23" x 30".
2 " (small) 13½" x 31½"
10 Scythes.
One set of weights and measures.
Arrangements have been made with the A.R.P.Controll er Bombay for the Supply of the following:-
50 Hurricane Lamps.
2 Petromaxes.
50 Buckets.
8 Axes (small)
2 Crowbars.
3 Shovels.
8 Padlocks.

Furniture.

3 Office-tables.
32 Chairs.
6 Benches.
2 Boxes.
2 Rack-Shands
2 Whistles.

For the remaining pieces of furniture, the A.R.P. Controller, Bombay, has suggested that they might be available with the Fire Brigade Officer, Byculla, who will be interviewe on Satruday. Such of the pieces as may ~~be~~ not be available with him, will be purchased from the market.

The following pots etc. have been purchased from the market :-

2 Chamchas.
1 Water pulley with red.
1 Net (iron)
2 Bath-Tubs.
1 Kadai.
2 Khalbatta.
1 Wooden Pata & 1 Wooden Velan) for making chapatis.
2 Tavas.

One Notice Board at the Depot and 24 ropes are being arranged by the Secretary, Regional Labour Supply Committee, Kalyan.

Typewriter and Stationery The Government of Bombay (Political and Services Department) have written to the Chief Controller of Stationery, Calcutta, to supply one typewriter immediately as no machine is available from the Superintendant of Stationery, Bombay.

Regarding...

Regarding stationery, the necessary arrangements are being made.

Food Supply :-The Collector of Thana has issued instructions to the Rationing Officer, Thana, to supply Kerosene and rations regualrly to the Depot on payment. As the arrangements for cash payment are still not complete, Government have been asked to issue instructions for the rations being supplied on Government account, which will be adjusted against the respective heads of Expenditure which will be sanctioned by Government.

To start with, rations for 250 men for 7 days will be supplied and more will be supplied as and when labour will be coming.

The Collector has also made arrangements for supply of milk and fiewood.

Regarding Vegetables :- The Collector suggests that they be obtained from Bombay under permit as Thana is a bad market for vegetables.

Regarding a Canteem at the Depot, the Collector has promised to arrange for one as soon as the Depot starts functioning.

Fire precautions :-A set Fire-fighting apparatus is available with the A.R.P.Controller and will be supplied to the Depot along with other articles.

Regarding Funds :- The Joint Secretary, Finance Department, has been interviewed by the Secretary, P.L.S.C. and also Major Speed and he has promised to sanction the necessary grants as soon as the various estimated amounts are known. For the present, a cash advance of Rs. 200 has been sanctioned for the Assistant Depot Superintendent and Government has been requested to enhance this to Rs. 450/- to meet immediate small expenditure.

As the various figures of most of the articles have been approximately known yesterday (except for furniture) a rough estimate has been prepared and is attached, soas to give an idea.

The.....

The main figures are asx under :-

Estimate for Repairs . . . Rs. 26,000.

Equipment . . . Rs. 35,000.

Rations and Kerosene . . . Rs. 35,000.

Establishment. . . . Rs. 96,000.

Depot Staff . . . Rs. 2,000 per month.

1 P.C.L.Unitm (1050 Labour) . Rs. 27,122-8-0 permonth.

P.L.S.C.letter No.L.S.C.1(iv), dated 25-10-44:- Non-availability of bungalow on remarked for Depot Superintendent, owing to sale of that partion of the Wagle Estate to Messrs. Dewan Chend Nikka Mall & Co.

The Collector of Thana has been requested to requisitic the bungalow and adjoining out-house immediately.

J. V. MUZUMDAR.
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
9th October 1944.

Abbrev:Tel.Address.
'PLABSUPCCH'

No.L.S.C.3.-III
Office of the Secretary, Provincial Labour Supply Committee, First Floor, (North Wing), Secretariat, Bombay.
1st November 1944.

From

Rao Saheb J.V.Muzumdar, B.A.,
Secretary, Provincial Labour Supply Committee,Bombay.

To

J. R. Phillips; Esq., B.Sc., (Eng.) Lon.,I. S. E.,
Deputy Secretary to Government P.W.D.(Roads and Buildings) - for W.H.E.Garrod, Esq., I. S. E.,
Chief Engineer and Secretary to Govt. P. W.XD.

Sir,

I am directed to forward herewith a copy of the draft minutes of the meeting of the Provincial Labour Supply - - - - Committee, Bombay, held on the 26th Oct.1944 and to request tha if the minutes are approved by you, this office may kindly be informed to that effect not later than the 8th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will be as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 Noon on Friday the 8th December 1944.

Your obedient servant,

J. V. Musumdar.
Secretary,
Provincial Labour Supply Committee
Bombay.

Copy, with a copy of the draft minutes referred to, forwarded for information to the Political and Services Department.

Abbrev:Address:
'PLABSUPCOM'

No.L.S.C.3-III.
Office of the Secretary, Provincial
Labour Supply Committee, New Blocks,
Opposite Secretariat, Bombay.
2nd November 1944.

Circular Letter.

To

All members of the Provincial Labour Supply Committee

Subject:- Confirmed minutes of the P.L.S.C.meeting held on 28th September 1944.

The (draft) minutes of the above mentioned meeting which have been already forwarded to you, were confirmed in the last meeting of the committee held on 26th October 1944, subject to the substitution of the accompanying revised para for para 24 thereof.

J. V. Muzumdar.

Secretary,

Accompaniment:- As stated above.

Provincial Labour Supply Committee,

Bombay.

GOVERNMENT OF INDIA.
DEPARTMENT OF LABOUR.

P.C.L.U.Circular, No.15 (H.S.)
Dated New Delhi, the 15th September,1944.

MEMORANDUM.

The Government of India have agreed to raise 40 Provincial Civil Labour Units for service in India on defence works in areas other than Field Service areas.

2. Details of the organisation of these Units, conditions of service, scales of clothing equipment, ration scales, etc. are enclosed.

3. The Army authorities have arranged that there shall be collecting centres at CONJEEVERAM and VIZAGAPTAN for Southern India and at DEHU for labour required at Dehu only.

4. Instructions will be issued later regarding Units required for service elsewhere. The Army Recruiting Organisation has been asked by the Q.M.G. to assist in recruiting for Provincial Civil Labour Units (HS) but it should be noted:-

(a).....

(a) the civil recruiting authorities are responsible for making the maximum effort to recruit the numbers required,

(b) one method should be the gathering in of rejected recruits from Army recruiting centres,

(c) demands for all classes of personnel, other than medical, should be placed on the local Army Recruiting Organisation in order that they may supplement the Provincial procurement,

(d) that medical inspection of such rejects will be the responsibility of the Army Recruiting medical officer, and limited to the inspection given before acceptance by the Labour Supply Depot medical officer.

5. Provincial Governments are requested to consider the Scheme and inform LabourDepartment as early as possible whether they think it possible to raise any Home Service Units, and if so, how many and by what dates.

6. On receipt of the replies, and after consultation with the Army authorities, a Raising programme will be prepared and issued.

A. G. Lockwood,
Major,
Under Secretary to the Government of India.

To

Governments of Madras, Bombay, Bengal, Bihar & C.P.

Finance/War/Political Departments.

Director of Unskilled Labour Supply, Calcutta.

Copy to :- Major Whitburn, Q.M.G.&s Branch, Director Pioneers and Labour (23 copies without enclosure).

A. G. Lockwood,
Major,
Under Secretary to the Government of India.

* * * * * * * * * * *

SCHEME FOR PROVINCIAL CIVIL LABOUR UNITS (HOME SERVICE)

(1)Title. The units will be numbered and named according to the Province or State in which raised with the addition of "H.S." (Home Service,) in brackets. Numbers will run seriall beginning after last unit raised by that State or Province.

(2) Conditions of Service.

(a) Units will be raised for employment in Depots/Bases or on construction works in India Command. Personnel will be required to serve at the site of work for one year or

until their services are no longer required whichever may be the shorter period.

(b) All personnel, from the time they arrive, at the Army Collecting Centre will be subject to the India Army Act. The regious of military discipline will not, however, be applied except in cases of serious ill discipline.

(3) Establishment.
See appendix A.

(4) Pay and Rations.

Pay and rations will be as in appendices A & B with the following exceptions :-

(a) During the period Companies are being raised at a Labour Supply Depot:-

(i) rations will be provided and workers will be dealt with under Labour Depot arrangements.

(ii) Workers will receive pay at the same rate as all other workers recruited at that Depot.

(b) At the collecting Centres the following arrangements will be made as regards rations and pay :-

(i) Army rations at the scale shown in appendix B will be issued from the date of arrival at the collecting Centre, and from the same date cooking will be done on a communal basis by unit cooks.

(ii) Workers will be employed on a 7 day week basis, a full day of ½day off a week, and, when work permits, a full day off weekly for camp maintenance, personal hygiene etc. will be allowed with pay. Pay will be at the rate of 12 annas a day.

The normal working day should be of eight hours, but in cases of emergency the Commander will have power to work labour longer, For two hours a day overtime and in respect of a total working hours of 56 in a week there will be no extra remuneration but for overtime worked beyond these limits, labour will be paid at two annas per hour.

(5) Equipment.

At the Labour Supply Depot each worker will be issued with one blanket (NOT ordnance supply) which he carries on with him to the collecting centre and retains throughout his

service. On arrival at the Collecting Centre he will be issued with equipment as in Appendix C. This scale is based on the assumption that units will live under static conditions in a Depot. If unit is to be employed on construction duties living in camp, it may be issued with such essential items of equipment as are authorised for Provincial Civil Labour Units.(H.S.).

(6) Accommodation.

All personnel wil be entitled to free accommodation whether at Supply Depots, Collecting Centre, or at the site of work. In depots accommodation will be of local shelter type or tented temporarily pending provision which is responsibility of local Command.

(7) Fuel and lighting.

Personnel will be entitled to free lighting from the time they reach the collecting centre onwards. At Labour Supply Depots supply of fuel and lighting will be governed by ordinary Depot arrangements.

(8) Medical treatment.

(a) A medical officer will be appointed to every unit prior to its formation, and remain with the unit until it i dispersed. Personnel will be entitled throughout their service to free treatment in Government Hospitals (in civil hospitals while at the Depot and thereafter in Camp or Civi hospitals) - See annexure II to appendix C for camp hospit equipment.

(b) Workers should be medically examined by the Labou Depot Medical Officer as soon as they arrive at the Labour Depot.

(c) The following are the standards prescribed:-

(i) Between 18 and 45 years.

(ii) Capable of hard days work.

(iii) average physical development.

(iv) well formed chest and healthy lungs,

(v) well formed and fully developed limbs,

(vi) no congenital malformation or defects such as would interfere with capacity for labour;

) Grounds for rejection are :-

(i) Any indication of tubercular disease.

(ii) Constitutional syphilis or other active veneral disease.

(iii) Valvular or other disease of the heart.

(iv) Chronic enlargement of the spleen or liver.

(e) Vaccination will be carried out at the Labour Depot.

Inoculations at Collecting Centre.

(f) A final examination will be given before entrainment by the Medical Officer of the Unit and/or the military doctor at Centre.

(9) Arrangements for raising.

(a) Under instructions from the Labour Department Government of India, the Provincial Governments will arrange for the engagement, collection at labour Supply Depots, medical inspection (see para 8(b), and delivery to the Army Collecting Centre.

(b) Commanders and 2nds-in-Command will be civilians who have been trained in accordance with paragraph 10. During the initial period of raising and equipping an unit an Indian Pionner Corps Officer will supervise and advise, but he will not remain with the unit after it settles in at site of work.

(c) The Commander will be appointed for each unit 6-8 weeks before the date fixed for the move to site of work of the unit.

(d) The commander shold accompany the first Company to the Collecting Centre, but the H.Q. staff including the M.O. should precede it.

(e) It will be open to the Labour Department to sanction the number of 2nd-in-command, supervisors and assistant supervisors that must be retained at Depots and under training to ensure a regular flow of trained personnel for units during and after raising.

(f) As complete companies are raised they will be transferred to the Collecting centre under movement arrangements made by O.C.Collecting Centre where they will be be equipped as in Appendix C.

(g) Labour Depot will send Nominal Roll of men and staff completed with list of next of kin with each company to the Collecting Centre.

(h) All expenses incurred up to the time Companies leave Labour Supply Depots will be debited to the accounts

of Labour Supply Depots under the ordinary head of account and not specifically to Provincial Labour Units (H. S.)

(10) Training of Supervisory staff.

Commanders, 2nds-in-command, supervisors and assistant supervisors will be given training at an Indian Pioneer Corps Group H.Q. by arrangement with the Director of Pioneers & Labour.

(11) Dispersal of Unit.

On completion of the service units will be returned to their civil depots under Military arrangements and dispersed.

* * * * * * * * *

APPENDIX 'A'

Provincial Civil Labour Units - Home Service Establishment.

1. Organization.		No.	Rate of Pay per mensem
H.Q. - Commander		(1	Rs. 450-50-Rs.600/-
Second-in-Command	See	(1	150-15-195/-
Supervisor(Admin	noted	(1	90-10-120/-
Storeman Clerk	below	(1	60-5-75/-
Medical Officer		1*	See note (4) below.
Compounder		1	-do-
Nursing Orderlies		6	-do-
Head Chowkidar		1	12 annas a day plus Rs.7/8/- a month.
Chowkidars		12	12 annas a day.
Sweepers		10	12 annas a day.
5 Companies each consisting of -			
Supervisor	See note 1	(	1 Rs. 90-10-Rs. 120/-
Assistant Supervisor	below	(	2 60-5-75/-
Gangs.			8
Each Gand consisting of -			
Gang Leader.			1 As labourers plus Rs.7/8/- a month.
Labourers.			24 At Depot - depot rates. At Centre and at work -/12/- a day.
Totalstrength.			1050

Note 1. The increments apply if re-engaged for another form of service.

Note.2. Supervisors/Assistant Supervisors should be active and experienced men, keen and with ability to handle gangs of labour. A knowledge of English is essential for Supervisors.

Note 3. The above number of labourers will include cooks and water carriers. Normally 1 cook and 1 water carrier will suffice for every 50 men.

Note 4. Pay and allowances of medical personnel will be as follows:-

	*Graduates incl- Higher licentiates.	Licentiates.	Compounder	Nursing Orderlies.
Pay	350-25-500	160-10-200	50-5-60	35-5-40
Charge pay when in independent charge of a camp/unit hospital of NOT less than 50 beds.	30	30.	Not applicable.	

* Higher Licentiates are those holding the following qualifications which have been recognised, as a temporary war measure, by the Govt. of India for purposes of recruitment to emergency commissions in the I. M. S.

(a) M.C.P.& S(Bombay); D. M. S. (Madras),(c)M.M.F.(Bengal); (d)M.S.M.F. (Punjab & U.P.) and (e) L.M.S.(Amritsar).

2. Pay.

(a) "Basic Pay" for all not paid as labourers will be considered as 80% of above rates and balance 20% represents "charge pay" Basic pay only will be paid from date of recruitment until such time as they are posted for duty to a unit/sub unit actually being formed, or otherwise fully employed under orders of O.C. unit or Labour Supply Depot.

(b) Gang Leaders.Pay as for labour plus Rs. 7/8/- a month E.D.pay from date of arrival at the Army Collecting Centre whilst employed as leader and provided the Unit Commander is satisfied at any time by order of the Unit Commander.

(c) Pay for labourers and all paid as such will commence from the date of engagement at the Labour Depot at Depot rates

(d) Advances.Interest free advances may be paid up to Rs. 30/- per labourer and a maximum of one month's pay to personnel other than labourer on receipt of definite orders that the unit is about to leave the equipping centre. The amount of advance paid will be recovered by deduction from the individual's pay in three equal monthly instalments.

(e) Absence form work. Any man who absents himself from work without due cause will not receive any pay for the period of his absence.

(f) Pay during sickness.

Pay during sickness will be admissible as under:-

(i) Labourers sick in lines will receive four annas a day plus free rations. AAA sick in Lines as a direct result of injuries received whilst actually employed at work or when proceeding to and from their work may receive full pay at the discretion of the Unit Commander.

(ii) Those undergoing treatment in unit camp hospital and certified as genuine sick by the Unit Commander,

or in any Army or Civil hospital will receive pay for the duration of their illness with certain restrictions as to time limit (to be notified later). Men NOT at work due to self inflicted sickness or disability and men undergoing active treatment for V.D. will receive NO pay but get free rations.

(iii) See Engolment Form. All personnel who are considered to be unfit for further work/duty within period of engagement will be discharge from Hospital and repatriated to Civil Depot as they are fit to move.

(iv) Final discharge will be carried out on arrival at Depot.

(g) "Bringing in Money" is payable at Rs.3/- per recruit in respect of those recruited by the Army authorities and up to Rs.3/-, including travelling allowance, per recruit in respect of these recruited by Civil authorities where such expenditure is necessary.

(h) Ration allowance -in lieu of rations at one rupee a day may be issued to individuals or small parties travelling, to whom rat ons cannot be issued.

Appendix 'B'

APPENDIX 'B'

SCALES OF RATIONS FOR PROVINCIAL CIVIL LABOUR EMPLOYED IN INDIA COMMAND.

Articles.	Daily scale ozs. per man.	Alternative	Remarks.
1. Ata	18		
or			
Rice (under milled or P.B.) & ata.	16 2		
2. Dhal	4½		
3. Vegetable Ghee or Cooking oil refined, including Cocoanut oil and mustart oil.	2		
4. Milk fresh	6	Nil	If available
5. Meat fresh*	2 ozs. 3 times weekly.	Fish fresh 3 1/3 ozs. or Milk fresh 4 ozs.	
6. Vegetable including onions.	12		20% must be green leafy vegetables.
7. Potatoes.	4		

*To be drawn only for those who are normally meat eaters and actually desire the meat.

8. Gur	2½	Sugar 2 ozs.	When Gur not available.
9. Salt	½		Upto 1 oz. extra on Medical Recommenda-tions.
10. Ground nuts (Roasted with Shells).	2		
11. Condiments.	4/7 Tamarind 2 oz. or Coriander seed 4/7 or Chillies 4/7 or others 4/7		According to taste.
12. Firewood	2 lbs.		
Weekly Issue.			
13. Matches Safety.	1 Box.		

APPENDIX 'C'

PROVINCIAL CIVIL LABOUR UNIT (HOME) SERVICE) SCALE OF CLOTHING AND EQUIPMENT.

To be provided by Government or by local purchase if not available from normal source of supply. Articles rentered unserviceable due to fair wear and bear will be replaced by the Supplying Department as necessary.

Source of Supply	Ser. No.	Article	Scale	Remarks.
I. By controller of Stationery Calcutta. Manager, Forms Press, Calcutta.	1	Stationery		List appended as per annexure I - to be arranged by A.G.GHQ(Org. 7b).
II. Ordance Supply.	1	Section A-1 Tin Mess	1 per man	
	2	Section J-1 Axes felling	5 per unit.	

Section -K.....

Source of Supply	Ser. No.	Article	Scale	Remarks.
		Section -K		
		Utensils Cooking 45 men sets.	22 per unit	Modified set as per Annexure II
	4.	Lanterns Hurricane	50 per unit	
	5.	Scales weighing provision I.T.	1 per unit.	
	6.	Weights.		
		Brass 1 oz.	1 per unit.	
		2 Ozs.	1 per unit.	
		Iron Ring ¼ lb.	1 per unit.	
		1/8 lb.	1 per unit.	
		1 lb.	1 per unit.	
		2 lbs.	1 per unit.	
		4 lbs.	1 per unit.	
		Clothing section.		
	7.	Shirts Hazri	2 per man	
		Shorts Hazri	1 per man	
		Trousers Hazri	1 per man	
		Nets Mosquito	1 per man	If considered necessary by local Commander at place of work.
		Towels hand	1 per man	
	8.	Equipment for 50 bedded Camp Hospital	Sec. annecure III	
		Section J-ii		
	9.	Tentage.	As for non-combatants (enrolled) if no other accommodation of local shelter type is available.	
		Distribution of tentage. Sec. Annexure IV.		
III Medical	1	Medical sets.	1 per unit.	Modified set provided by Medical Directorate.
IV. Local Purchase.	1	Brassards.	73 per unit	Local purchase by unit for supervisory staff Chowkidars and gangers.
	2.	Discs Identity.	1 per man.	Local purchase by unit. To show man's number, name and unit.
V. M.E.S. Supply.		Office Furniture.	See Annexure V.	

Note. 1. No unauthorised items will be supplied at Government expense.

2. The responsibility for supply and replacement of working tools is that of the Employing Service who should make provision before the arrival of the unit at the site of work.

3. All articles are Government property and will be handed in on completion of sergice. Deficiencies or damage not due to fair wear and tear will be paid for by the individual to whom issued at issue price.

4. E.I.Clothing - The only item of E.I.Clothing Admissible is Blankets E.I., the scale of which will be authorised by the Superior Commander.

ANNEXURE 1 TO APPENDIX 'C'

LIST OF STATIONERY.

Morning sick report FB 256	400	
Post orderly's receipt book AB/26M	5	
Scribbling books Covers/Refills AB/119	10/20	
Acquittance roll pads AFN 1513	10	
Indent for rations books IAFF 1024	6	
Working pay return IAFF 50	80	
Blank Book 3 quires IAFZ 2068	10	
Indent Form books AFG 994	2	
Account Books IAFA 125	3	
Paper Foolscap size.	6	pkts (of 50 sheets)
Large size blown-paper sheets	1	pkt.
Copying pencils	12	
Lead pencils.	24.	
Long envelopes	250	
Small envelopes.	250	
Carben paper sheets.	2	Doz.
Pen holders.	12	
Copying paper	6	pkts. typewriter size.
Inkpots screw top	6	
Steel pen nibs.	2	Doz.
Ink powder	4	packets.
Red ink powder.	1	pkt.
Erasures.	6	
Gum	3	bottles and brushes.
Pin sheets	6	pkts.
Card thread	6	
Needles.	6	
Ball twine	6	
Desk pen knife	3	
Blotting paper large size sheets.	2	doz.
Files-Pt-Order No.6868/H-21 dated 2nd July 1944 (Buff)	25	

ANNEXURE II TO APPENDIX 'C'

Components of utensils Cooking 45 men sets.

Section J-2			
Kettles	Camp Oval 12 qts.	4	2 annas as for ISLU will be issued in lieu if available.
"	Lids	4	

SECTION K½

Chamchas.		4
Katorahs		4
Parats.		4
Tawah		1
Degchies	11 inch.	1
"	Lids	1
"	12 inch.	1
	Lids.	1
"	13 inch.	1
	Lids.	1

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Annexure III to Appendix 'C'

Scale of ~~xxxx~~ equipment for 50 Bedded Camp Hospital of Provincial Civil Labour Unit for Home Service.

Section G-1		
Padlock I.G.	1½"	4
" "	3 "	2
Section H-1		
Soap yellow	bars	12
Section H-2		
Cordage Cotton	2" yds.	100
Section J-1		
Flags, distinguishing, hospital		1
Yakdans		6
Section J-II		
Grants I.P.Private		6
Section K		
Brushes, nail fibre		3
Brushes, scrubbing hand		1
Cases, Pilow Hospital slip		100
Lanterns, Hurricane, hand		8
Mugs enamelled		50
Pails I.G.	3½ Galls.	4
	Lids.	4
Pillows, hospital cotton		50
Stretchers, ambulance		4
Tables wash hand stand folding		2
Tubs washing	3 galls.	
Utensils Cooking I.T.	45 men set-	
	Degchies 8"	1
	Lids.	1
	" 10"	1
Wick, Flat	5/8" Yds.	5
Clothing Section CC		
Towels, hand.		12
Clothing Section CE		
Blankets, barrack		100

Clothing...

Clothing Section CG

Kurtas cotton	100
Pyjamas cotton	100

M.E.S.Supply

Stools 2 ft.	3
Tables 5 x 2	3
Almirahs medium	2
Charpeys	50

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Annexure IV

DISTRIBUTION OF TENTAGE

Section J(ii)	180 lbs.	40 Lbs.	I.P.Private.
Commander		1	
2nd-in-Command		1	
Medical Practitioner		1	
Coumpounder		1	
Unit Writer		1	
Supervisors		1	
Asst.Supervisors.		6	
Head Chowkidar		10	
Hospital		1	
Sweepers	1	-	
Nursing Orderlies and Chawkidar	2		
Gangs	75		
Office	1		
Stores	3		
MX M.I.Room	1		
Total	83	22	6

LOCAL M.E.S. SUPPLY — ANNEXURE V

Office Furniture

Forms W/o Back	4
Tables 5X2X10	2
Stool 2 ft.	3
Boxes Barrack.	1

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Replies of Secretary, Provincial Labour Supply Committee, Bombay, to the General Questionnaire issued by the Lbour Investigation Committee.

Section I - Preliminary.

Question 1 :- The observations made by the Bombay Public Works Deprtment against this question are correct, with the addition that -

(a) the total number of Members of the Provincial Labour Supply Committee has since increased from 15 to 17

(b) the Minimum Standards of Conditions of Service have since been approved by the Provincial Labour Supply Committee, a copy of which is attached. The Government of India have been furnished with a copy of these conditi tions and they have been requested to take such steps as may be necessary for enforcing them.

Question 2. - The work of collecting statistical information in the attached form A from employers of Labour, is being carried out by the Provincial Labour Supply Committee and the Regional Labour Supply Committees set up in this Province. Experience, however, has shown that in the absence of any statutory powers, employers of labour cannot be compelled to furnish the statistical information to these Committees. The question of remedying this handicap is engaging the attention of this office.

Section III- Wages and Earnings.

The question of standardization of wage rates had so far been held up, as the Government of India contemplated issuing detailed instructions on the subject. Those instructions have just been received (vide Government of India, Department of Labour, Letter No.L.M. P.2-858, dated 27th October 1944 - copy attached). The various Regional Labour Supply Committees in this Province will now be called upon to take up this question on the lines of the Instructions issued by the Government of India.

Section IV - Employment.

Question IV :-The Government of India (Department of Labour) have evolved a scheme for raising of Provincial Civil Labour Units (Home Service), a copy of which is attached.

A Labour Supply Depot has been set up near Thana with a view to raising one such Unit. The Provincial Labour Supply Committee has also decided to open a subsidiary Labour Supply Depot near Dehu Road. Recruitment for the above mentioned Unit will be made mainly from Army and also Police 'rejects' and refugees from Burma. The work of collecting these army 'rejects' will be entrusted to Supervisors, who will first be trained by the Military Authorities at Dehu Road and then sent out to the various recruiting centres to contact the Recruiting Officers and take over the 'rejects'. They will be warned not to contact any recruits direct, with a view to leave no room for any adverse effect on Army recruitment .

Section V -Working Conditions.

Questions 64 & 65 :-Please see Conditions 2, 4 to 6, 7 and 8 of the accompanying Minimum standards of Conditions of Service approved by the Provincial Labour Supply Committee vide also remark against Question under Section I-Preliminary of the Questionnaire Attention is also invited to Item (4) (6) (ii) of the Government of India Scheme accompanying Government of India, Department of Labour, Circular Memorandum No. 15 H.S., dated 15th September 1944.

Section VI - Housing.

(General):-Please see Condition 3 of the Minimum Standards of Conditions of Service referred to above.

Section VII - Migration.

(General) :-Bombay is primarily a deficit Province in regard to Unskilled Labour Supply. In Ahmedabad Area, the Unskilled Labour is imported form Kathiawar, U.P. and the surrounding IndianStates viz. Baroda, Dungarpur and other petty States. These labourers migrate from their native places, seek shelter in Ahmedabad with some relatives who have migrated earlier and get jobs in Mills, the Ahmedabad Municipality, the Railway Concerns and other minor private concerns.

In the Belgaum area, considerable labour is expected at present to be set free on the completion of the Aerodrome works at Sambre at the end of December 1944.

This labour strength is approximately 2000 of which 35% are female labour. The labour is all local and mainly agricultural and therefore, it is unlikely that they will leave their native places. Moreover, the labour being mainly agricultural, it is repoted that it gives a very poor out-put of work and is satisfied with low wages when they are employed near their homes.

On the whole, unlike the Provinces of Madras and U.P. Unskilled Labour is generally unwilling to emigrate from the Province.

J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
3rd November 1944.

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Minimum Standards of Conditions of Service for employment of Unskilled Labour.

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1. Food & necessaries of life. In view of the prevailing food situation proper arrangements shall be made by all immediate employers of unskilled labour, for the supply of all basic food grains and other necessaries of life (e.g. Sugar, Salt Oils, fuel and Kerosene etc.) at the site of work or other convenient location, at the controlled rates and according to the ration units laid down.

2. Water. The employer shall provide an adequate supply of water for the use of labourers. The provision shall not be less than –

   2 gallons of pure and wholesome water for drinking purposes, per head per day

   and

   3 gallons of clean water for bathing and washing purposes, per head per day.

Where a piped water supply is available, supply shall be at stand posts and where the supply is from wells or rivers, tanks

are to be provided. These tanks should be of suitable metal or masonry.

3. Hutting Accommodation.) The employer shall build a sufficient number of huts on a suitable plot of land for the use of the labourers according to the following specifications :-

(1) Kacha huts of locally available material shall be constructed.

(2) A good site shall be selected. High ground, removed from jungle but well provided with trees shall be chosen wherever it is available. The neighbourhood of rank jungle, grass or weeds should be particularly avaoided, Camps should not be established close to large cuttings or earth work.

(3) The lines of huts shall have open spaces of atleast 10 yards in front of each. When a good natural site cannot be procured, particular attention should be given to the drainage.

(4) There should be no overcrowding. Floor space at the rate of 25 Sq.ft. per head shall be provided. Care should be taken to see that the huts are kept clean and in good order.

(5) The employer must find his own land and if he wants Government land, he should apply for it and pay assessment for it.

In case of works to be carried out in the monsoon, the huts should be provided with suitable roofing such as Zavli leaves or grass thatching.

4. Latrines and Urinals. The employer shall construct trench or semi permanent latrines for the use of labourers on the scale of not less than 4% of the total strength, separate latrines being provided for men and women. Urinals too, should be provided at the same scale (viz. 4% of total strength), separate provision being made for women. Soak pits should be provided. In addition, odd latrine seats should be provided for men and women at convenient places on the sites of work.

5.....

5.Sweepers . The employer shall provide one Sweeper for every 200 persons for the 'pan' system and one sweeper for every 400 persons for the 'trench' system, plus one Jemadar for each party of 20 sweepers or part thereof.

6.Disposal of Excrete.The Employer shall arrange for the disposal of excrete from latrines, by trenching or incineration according to the requirements laid down by the Health or Sanitary Officers.

7.Washing Bathing places. The employer shall construct a sufficient number of bathing and washing places for women only, every unit of 25 women being provided with a separkate bething and washing place which should be suitably screened.

Washing places and bathing places for men should also be provided. Every unit of 50 men shall have atleast one washing and bathing place.

8. Drainage. The Employer shall make efficient arrangements for draining away sullage watexr as well as water from bathing and washing places and shall dispose of this wastex water in such a way as not to cause a nuisance.

9. Weekly Off-day. No work shall be done on one day every week without the sanction in writing of the Engineer-in-Charge.

10.Employment of Female Labour.Employment of female labour on works in the neighbourhood of soldiers' barracks should be avoided.

11. Workmen's Compensation Act.The Employer shall be responsible for, and shall pay compensation for, workmen payable under the Workmen's Compensation Act, 1923(VII of 1923) for injuries to the workmen.

12. Age.No Employer shall employ any person who is under 12 years of age.

13. Daily payments:Every Employer shall be required to pay his labour daily in case of emergency, as may be decided by the Engineer-in-Charge.

14. Health (Medical Arrangements for).The principal employer shall be responsible for the supply of medical personnel, equipment and drugs. The scale of ~~xxxx~~medical personnel equipment and drugs shall be laid down by the Public Health Department of the Local Government.

Note 1.The word "Employer" occurring in each of the conditions - except the last one regarding "Health etc." should be taken to mean the immediate Employer, as specifically mentioned in condition No.1. In the case of condition 14 ("Health etc.") it has been decided that the words" Principal Employer" should be used.

Note 2.The reference to labourers or persons or men or women in conditions 1,2,3,4,5 & 7 supra, includes members of their families. As regards condition 14, the arrangements to be made should also apply to the families of the labourers.

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Labour Supply Depot near DehuRoad
Appointment of a Sub-Committee
regarding setting up of -

PROVINCIAL LABOUR SUPPLY COMMITTEE, BOMBAY.
Corrigandum No. L.S.C.39
Bombay, the 11th November 1944.

For the personnel of the Sub-Committee mentioned at the end of the para 1 of the Provincial Labour Supply Committee Order No.L.S.C.39,, dated 9th November 1944, Read the following.

Members - The Collector of Poona or a Prant Officer selected by him.

The Superintending Engineer, Central Circle or his Deputy.

Major K.A.Fearnside—Speed, Deputy Assistant Director, Pioneers and Labour, H.Q.,110L. of C.Area.

Rao Saheb J.V.Muzumdar, B.A., Secretary, Provincial Labour Supply Committee, Bombay.

The Senior Civilian Officer present to be Chairman.

By order,

J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee, Bombay.

To

The Chief Engineer and Secretary to Government, P. W. D.

The Collector and Chairman, Regional Labour Supply Committee, Poona.

The Superintending Engineer, Central Circle,

Major K.A.Fearnside Speed, Deputy Assistant Director,Pioneers and Labour H.Q.,110 L. of C. Area.

The Political and Services Department.

(Draft) Minutes of the meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee held on Friday the 10th November 1944 in the Secretariat, Bombay,

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Present:-

Chairman - Sir Charles Bristow, C.I.E., I.C.S.,
Adviser(Home) to H.E. the Governor.

Members - W. H. E. Garrod, Esq., I.S.E.,
Chief Engineer and Secretary to Government
P. W. D.

Lt. Col. G. C. Marsh,
A.Q.M.G., 103 L. of C. Area.

Major K. A. Fearnside-Speed,
D.A.D.P. & L. 110 L. of C. Area.

Rao Saheb J. V. Husundar, B.A., Secretary.

Col. A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area, who was to arrive in Bombay from outside was not present.

2. (Agenda Item No.1).

Regional Labour Supply Committees.

Government of India, Department of Labour, letter No.L-HP 1/40, dated 11th October 1944 (received through the Government of Bombay, Political and Services Department) communicating their approval to the setting up of Regional Labour Supply Committees for Bombay City, Bombay Suburban District, Kalyan, Poona (inclusive of Kirkee and Dehu Road Areas), Nasik, Ahmedabad and Belgaum (incluside of Hubli and Dharwar areas) on the lines set forth in para 14(b) of the Annexure to the Government of India, Department of Labour, letter No.L.R.91, dated 13th January 1944 and adding that the Government of India's prior approval should invariably be obtained before any Regional Labour Supply Committee is set up.

The Government of India orders were noted.

3. (Agenda Item No.2).

Standardization of wage rates for Unskilled labour.

Copies of Government of India, Department of Labour, letter No.L-HP 2-858, dated 27th October 1944 have been forwarded to all the Regional Labour Supply Committees with a request to submit to the Provincial Labour Supply Committee their proposals regarding the standardization of wage rates in theirrespective areas, on the lines and suggestions made by the Government of India. It was decided to await receipt of the Regional Committees' proposals.

4. (Agenda Item No.30).

Estimate of Expenditure regarding Labour Supply Depot, Thana.

The statement showing the items of approximate expenditure in connection with the (nucleus) staff, equipment etc. required for the Depot near Thana, and also the raising of the First Bombay Civil Labour Unit (Home Service), was read and generally accepted. The orders of Government since received in connection with these items are noted below :-

(a) Government Memorandum, Political and Services Department, No.8278/34-E,dated 6th November 1944 sanctioning Lump Sum grants as under for the Labour Supply Depot at Thana for expenditure during the current year:-

	Rupees.	
(1) Pay of staff	8,000/-.	
(2) Continegencies.		
(i) Telephone	160/-.	
(ii) Equipment	11,000/-.	
(iii) Rations	70,000/-.	on the basis that on an average 500 labourers will have to be fed every day.
(iv) Unforeseen Contingencies.	4,000/-.	
(v) Petty Supplies.	1,000/-.	

A permanent advance of Rs. 5,000/- is sanctioned for the depot.

(b) Government Resolution, Political and Services Department, No.8278/34, dated 10th November 1944, sanctioning the following staff for the Depot upto 28th February,1945.

(1) One Store-Keeper in the scale of Rs. 60-5-75. A starting pay upto Rs. 70/- per mensem is permitted if a suitable man cannot be found on Rs. 60/- per mensem.

(2) Two Clerks on their grade pay admissible in the scale of Rs. 25/5/2-55-60-5/2-75, plus a personal pay of Rs. 15 per mensem.

(3) A compounder in the scale of Rs. 25-5/2-65 with a starting pay upto Rs. 50 per mensem to an experienced compounder.

(4) Two Supervisors upto Rs. 60/-per mensem each.

(5) Ten Hamals on pay upto Rs. 20 per mensem each.

(6) Six Chowkidars on pay upto Rs. 20 per mensem each.

(7) Four Sweepers on the rates of pay admissible for Sweepers in Thana.

(c) Government Memorandum, Political and Services Department, No.8278/34/21644-E, dated 14th November 1944:-

"The undersigned presents compliments to the Accountant General, Bombay, and is directed to statem that the Secretary, Provincial Labour Supply Committee, Bombay, is authorised (1) to pass bills in connection with the articles of equipment (pots, furniture etc,) purchased for the Labour Supply Depot at Thanag (2) to draw money from the contingent grant sanctioned for the Depot to meet the transpott charges for sending labour to Thana and (3) to make appointments of subordinate staff (store-keepers, clerks, supervisors and inferior servants etc.) on a higher starting pay (if necessary) within the pay-scales approved by Government provided that the maximum of the sanctioned scale is not exceeded and provided also that each of the cases in which higher startihgx pay than the minimum of the sanctioned scale is allowed is reported to Governmnnt."

5. (Agenda Iteri No.4).-

Appointments of Depot Superintendent, Unit Commanders and Supervisors.

Details regarding the staff required for the Depot and the Unit, were discussed and it was decided that the work of selecting suitable candidates for the required posts should be proceeded with as quickly as possible.

The Depot Superintendent's selection was made and Mr.C.Scutt appointed to the post. He assumed charge of his duties from 10th November 1944. Selections for the posts of 3 Unit Commanders and 4 2nds-in-Command were also placed before the meeting and approved.

Regarding supervisory personnel, some selections were made but as the required number was not available, it was decided to candidates responding to the same will be interviewe and selected by the Depot Superintendent at Thana.

6. (Agenda Item No.5).
Subsidiary Labour Supply Depot near Dehu Road.-

Government of India, Department of Labour, letter No.L-MP 18/652, dated 24th October 1944, stating inter alias under :-

" It is not clear from the letter under reference whether the Government of Bombay support the suggestion made

by the G.O.C., L. of C. Area 110, that a subsidiary Labour Supply Depot should be opened at Dehu Road. This Department would be glad to learn :-

(a) Whether the amount of labour available (particularly Army rejects) warrants the setting up of a subsidiary Labour Supply Depot.

(b) Whether Dehu Road is the most suitable location for such a sub-depots, and

(c) If not, where in the opinion of the Government of Bombay, should a sub-depot be set up to the greatest advantage.

It was decided that the actual position should be explained to the Government of India. This is being done through the Government of Bombay.

7. (Agenda Item N.6).
Wages of Sweepers at Ambernath.

Letter from Superintendent, Ordnance Factory, Ambernath, No.25/Con. dated 2nd/4th-November 1944 as under:-

" In reply to the above, we have to inform you that Conservancy Male and Female Sweepers are employed by us on Rs. 22/8 and 20/8 p.m. respectively plus dearness allowance of Rs. 11/- p.m.

They are also supplied with rations at cost of purchase according to Provincial scale of issue."

It was decided to invite the attention of the Regional Labour Supply Committee, Kalyan, to the opinion of the Provincial Labour Supply Committee as recorded in the last sentence of para 11 of their minutes of the meeting held on 26th October 1944 (viz. that no action was considered necessary unless and until the Ordnance Factory, Ambernath demands additional number of sweepers.)

The Regional Labour Supply Committee has been informed accordingly.

8. (Agenda Item No.7).
Government of India Circulars regarding numbers of personnel of P.C.L.Units (Home Service).

Letter from D.A.D.,P. & L., H.Q. 110 L. of C. Area, No.3536 QPL, dated 4th November 1944 forwarding the following circulars issued by the Government of India,Department of Labour

Cir.No.P.G.L.U.No.13, dated 14th September 1944.

Cir. No.P.C.L.U.No.20, dated 9th.October 1944.

The Circulars were read. Copies of the circulars have been endorsed to the Depot Superintendent, Labour Supply Depot, Thana, for information and guidance.

It has also been brought to the notice of the Government of India that these circulars were received from the D.A.D. P. & L. H.Q. 110 L. of C. Area and that they were not sent to this Committee nor to the Government of Bombay by the Government of India and that Government has been requested to send such circulars in future, to this Committee.

9. (Agenda Item Nos. 8, 9 & 10).

Minutes of the meetingof the Regional Labour Supply Committee, Belgaum, held on 21st October 1944.

Minutes of the meeting of the Regional Labour Supply Committee, Belgaum, held on 20th October 1944.

Minutes of the meeting of the Regional Labour Supply Committee, Ahmedabad, held on 24th October 1944.

These were read and recorded with the remark that the Secretaries of the Regional Labour Supply Committees should be asked to study carefully the minutes of the Provincial Labour Supply Committee meetings, so that questions which have already been decided by the P.L.S.Committee are not unnecessarily repeated in the minutes of the Regional Labour Supply Committees.

When any new points requiring orders of the Provincial Labour Supply Committee are raised in the minutes of the Regional Committees, a separate specific reference should be made to the Provincial Labour Supply Committee for each of such items, stating clearly on what particular point the orders are required.

Provincial Labour Supply Committee letter No.L.S.C. 14(6), dated 6th November 1944 addressed to Government (explaining the present position in Ahmedabad about excessively high rates of Dearness Allowance paid to the mill labour, and suggesting the necessity of legislation making the payment of Dearness Allowance at a rate of more than 75% of the increase in the cost of living index, illegal) was read for the information of members.

10. (Agenda Item No.11).

Letter from the Government of India, Department of Labour, No.L-MP 18/30, dated 11th July 1944, on the subject of "Unskilled Labour Supply - views and suggestion etc. - regarding -"

It was decided to request to Government of Bombay to reply to the Government of India letter on the lines of the accompanying letter (since issued under No.L.S.C. 13, dated 11th Nov. 1944).

11. (Agenda Item No. 12). . . . .

It was decided to hold the next meeting of the Executive Sub-Committee, on Friday the 24th November 1944 at 12 (Noon) at the Secretariat, Bombay.

12. During the discussions, it was also decided, at the suggestions of Major Speed, that action should be taken as indicated below to accelerate the working of the Depot and formation of the Bombay Civil Labour Unit (Home Service) :-

(a) That the Surgeon General with the Government of Bombay should be requested to provide as soon as possible a full-time medical officer for the Depot, to replace the arrangemene made at present of a part-time Medical Officer, as the latter arrangement was considered to be inadequate and temporary.

(b) ~~That the [illegible] should [illegible]~~ That the Surgeon General with Government of Bombay, should also be addressed to expedite the arrgngements for providing a full-time Medical Officer required for the Unit.

(c) That a motor truck should be purchased immediately through H.D.(A.R.P.) for the use of the Depot, the Director of the G.T.S. arganisation being requested to provide a Driver for the Truck and also to arrange for its periodical overhauling, cleaning etc. as well as for supply of petrol.

(d) That the Secretary, P.L.S.C.Committee should see the Post-master General and request him to (1) provide sufficient extra staff at the Post Office nearest to the Depot (viz.Thana or Mulund) to meet the heady number of family allotment money orders from the labour in the depot, on the Book-adjustment system as followed in the case of Army labour.

3. (Agenda Item 2).

Non-Execution of service agreements in case of certain members of the office staff of the Depot.

Letter from the Depot Superintendent, Labour Supply Depot, Thana, No.L.S.D.16, dated 20th November 1944;-

" Since the appointment of Mr.N.B.Telang is till the 28th February 1945 or the duration of the War, whichever is shorter, I have not asked him to execute the agreement in the prescribed form.

Similirly Mr. Joshi's agreement has been postponed pending the decision on his application dated 9th November 1944."

It was decided, at the suggestion of Col.Armitage that every member of the staff, being the holder of temparary appointment, should be required first to sign the usual declaration of tempomrary employment (vide form attached) and later on, say, just before receiving the first month's pay, the second agreement (about service for one year or the duration of the war, whichever is the earlier). If he does not sign the second agreement within 2 months from the date of appointment, he should be discharged.

It was also decided that the wording "shall.... proceed to any station in India" in para 1 of the second agreement should stand.

Regarding the Stamp to be affixed to the second agreement, it was decided that a reference should be made to the Superintendent of Stamps, Bombay, for advice as to the nature and denominmation of the stamp to be affixed to make the argeement valid.

4. (Agenda Item 3).

Desertion of man after signing the Service Contract.

Letter from the Depot Superintendent, Labour Supply Depot, near Thana, No.L.S.D.12, Dated 20th November 1944 :-

" I have the honour to state that there is tendency on the part of applicants for employment in this depot to desert after executing the agreement which binds them to serve for the period of one year in the first instance or for the duration of the War. Havingread and signed the agreement they ask for permission to go and fetch their kith, promising

(e) That a suitable simple uniform as that of the A. R. P. should be provided for the Chowkidars and Mamals at the Depot, with a baras badge similar to those worn by Government peons.

That Supervisors at the Depot should also be provided with a uniform as in the A. R. P.

(f) That a form of agreement as per copy attached (which was approved), should be got signed by every member of the Depot and the Unit

J. V. Muzumdar.
Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
17th November 1944.

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(Draft) Minutes of the meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee held on Friday the 24th November 1944 in the Secretariat, Bombay.

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Present:-

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser(Home) to H.E. the Governor.

Members - W.H.E.Garrod, Esq., I.S.E., Chief Engineer and Secretary to Government, P. W. D.

Col.A.E.Armitage, Deputy Chief Engineer, 108 L, of C. Area.

Lt.Col.G.C.Marsh, A.Q.M.G., 108 L. of C. Area.

Major K.A.Fearnside-Speed, D.A.D.P. & L., 110 L. of C. Area.

Rao Saheb J. V. Muzumdar, B.A., Secretary.

2. (Agenda Item 1).

Confirmation of minutes of the meeting of the Executive Sub-Committee of the P.L.S.C. held on 10-11-'44.

With a view to curtail clerical work, it was decided that brief notes should be taken of the decisions arrived at on each of the items of ~~members~~ of the Agenda and that these minutes need not be sent out to the members of the Sub-Committee for confirmation. The minutes should accompany the agend of the next meeting of the P.L.S.Committee for information of the members in order to save going through the items once agai at the meeting.

3.....

2. I enclose the bonds concerned with connected papers and request early orders as to the action to be taken in those and similar cases that may occur hereafter. "

It was decided that it was not worthwhile going to the extent of imposing any penalty for such desertion. If they go away, they are not worth retaining. In any case a penalty would be difficult to inflict and would not be deterrent.

5. (Agenda Item 4).

Furniture requirements for the Labour Supply Depot, near Thana.

Letter from the Depot Superintendent, Labour Supply Depot, near Thana, No.L.S.D.15, dated 20th November 1944:-

" With reference to our discussion of the 18th instant, I for orders an enclosure list of furniture required for the Labour Supply Depot. I have given details such as abstract shewing (1) Requirements (2) Number receive (3) To be supplied.

As personally explained, the need for furniture is extremely urgent and I request you kindly to arrange for the supply with the least possible delay.

The list of additional furniture required as considered excessive. It was, however, decided to allow the following for the present:-

Cherpoys (with coir Netting.)	53 (including spare 30 on loan from Army H.Q. 12 previously sanctioned).	Col.Armitage, promised to
Dining Table.	1	from A.R.P.Stores.
Chairs	4	From A. R. P.Stores.
Benches.	6	(4 to be got from A.R.P. Stores).
Office tables.	7 (including one for Superintendent).	Col.Armitage, promised to spare 6 folding tables on loan from Army H.Q.(one promised by A.R.P.Stores.).
Petromax lamps.	5	From A.R.P.Stores.
Commodes.	4	
Both Tubs (Zinc).	4	
Face Basins.	10	From A.R.P.Stores.

Water Jugs.	12	From A. R. P.Stores.
Shelves (side racks)	12	- do -
Dining table for Supervisors (with trestles for 5 seats),	2	- do -
Medical Examination Table (on trestles).	1	
Dispensing table (ordinary)	1	From A. R. P.Stores.
Instrument tables (unpolished).	4	- do -
Lockers.	5	- do -
Trestles,	12	- do -

6. (Agenda Item 5).

Recruits for Bombay Civil Labour Units (Home Service) from Rajkot and Ahmedabad recruiting centres.

Letter from the Deputy Recruiting Office, Poona, No.A 1052, dated 20th November 1944:-

" I have to-day placed demands on A.R.Os, Rajkot and Ahmedabad for 100 recruits each for Provincial Labour Supply Units (Home Service). It is proposed that these recruits be despatched to Dadar where they will be met and taken over by representative of the Labour Supply Depot at Thana. AR.Os. concerned have been instructed to send to the Depot Superintendent, Labour Supply Depot, Thana, telegrams stating date and time of arrival at Dadar Station. Copy of these telegrams will be sent to you for the first few weeks until the arrangement works smootly. It may, on some occasions, be necessary to hold certain of these recruits at the H.Q. of the army enrolling officer. I, unfortunately, have no means of paying for their subsistance. in these circumstances. Will you please, therefore let me know whether Govt. of Bombay reprepared to pay upto annas 15/- per head per day where necessary, for feeding these recruits."

It was decided that recruits intended for being sent to the Labour Supply Depot, Thana, should when unavoidably detained at the Recruiting centres, be allowed, as special —) cash allowance of annas -/15/- only per head, provided that such detentions are not allowed as a matter of course and are kept as short as possible and in

ahy cases should not exceed 4 days. The sanction of Government should be applied for to this arrangement which should be brought into force if necessary, in the meanwhile, in anticipation of Government sanction.

It was also decided that in this connection the Depot Superintendent, Labour Supply Depot, Thana, should see Major Scott, when he arrives in Bombay to attend the P.L.S.C. meeting at 12 Noon on 8-12-44 and arrange a workable plan.

7. (Agenda Item 6).

Mosquito nets for imported Civil Labour.

Government of India, Department of Labour, letter No.L-HP 3/220, dated 25th October 1944, for adding to the Superintendent, Labour Supply Depot, Thana, a copy of the following letter No.9925/PL/C (Army Branch), dated 16th September 1944 from the Government of India (War Department) :-

" I am directed to convey the sanction of the Governor General in Council to the ~~xxxxxxxx of the~~ issue of Mosquito Nets to imported civil labour employed by the Defence Services at No.3 Reserve Base. The esthimated total labour will be 15,000 including 11,000 already issued with nets.

x 2. Conditions for issue in future will be as follows:-

(i) Issues will only be made on medical recommendations.

(ii) Issues will be made on loan to the Employer Service which will hold stocks and issue to individuals/units for specific periods, as authorised by Area Commanders.

(iii) Replacement on account of fair wear and tear will be allowed.

(iv) Loss of damage due to neglect will be debited to the labourer at full cost price.

(v) The Employer Service will be responsible for ensuring that proper care is taken of the nets.

3. Ex-Post-Facto sanction is also accorded to the following issued of mosquito nets already made :-

800 to imported civil labour at Harbanspura.
500 to imported civil labour at Timli/Saharanpur.
11,000 to imported civil labour at No.3 Reserve Base.

4. The expenditure involved will be debited to the project on which the labourx are employed."

The...

The letter was read and Major Speed said that when the xxxxxxx labour Unit goes to Dehu; the labourers will be given the mosquito nets.

The Depot Superintendent may be directed to get these nets for the Depot staff only.

It has also decided that all personnel of the Bombay Civil Labour Units (Home Service) as well as the staff of the labour supply Depot should be required to xxxx reside and stay at the Depot in the quarters provided for them.

8. (Agenda Item 7).

Xxxxx Sanctions to expenditure on account of certain articles of equipment etc. urgently required for the Labour Supply Depot near Thana.

While sanctioning the appointment of Mr.C.Scutt as Depot Superintendent, Labour Supply Depot near Thana, the Adviser (Home) to H.E. the Governor, asChairman of the P.L.S.C. sanctioned the following equipment etc. being urgently required for the Depot.

(1) that a house on the outskirts of Thana as near as possible to the Depot be secured for the residence of the Depot Superintendent.

(2) that a bicycle be purchased for the Depot Superintendent for his personal use.

(3) that a small for keeping Government cash be purchased for the office of the Depot Superintendent.

(4) that a motor truck being very necessary for the requirements of the Depot (which is more than 2 miles away from the Thana Railway Station and also nearly 2 miles from the Thana town). be purchased and soon as possible.

The sanctions were read for the information of the members and accepted.

Arrangements for securing a bungalow for the residence of the Depot Superintendent near the Depot have been made. A bicycle has been supplied to the Depot Superintendent and orders for immediate supply of a safe have been issued.

As regards the motor truck, a covered one with a carrying capacity for 30 owt. was considered suitable and

the sanction of the Government of India has been applied for. In the meanwhile, a motor truck or Lorry can be got whenever required from the Government Transport Service.

9. (Agenda Item 8).

It was decided that the date, time and place for the next meeting of the Executing Sub-Committee of the P.L.S.C. should be fixed at the next meeting of the P.L.S.C. on the 8th December 1944.

10. The following P.L.S.C. letter (No.L.S.C.11/1485, dated 22nd November 1944) addressed to the Collector and Chairman, Regional Labour Supply Committee, Ahmedabad was read :-

" I am directed by the Adviser (Home) to H.E. the Governor and Chairman, P.L.S.C., Bombay, to state that the instructions and the definitions if carefully studied answer all the questions raised. The Bharatkhand Textile Mfg. Co. Ltd., say that their weavers etc- change from 'unskilled' to 'skilled' if their total pay goes above Rs.100. This is incorrect because all weavers are skilled. Otherwise, the Company's views are correct.

It is not stated that any coolies draw over Rs100/- If they do and the ex-cess is a few rupees, then full weight should be given to the work 'approximately' before Rs. 100/-, in the 'instructions' printed on the revers of FormA.

It is true that there are 'skilled' coolies. This is mentioned in the definition. 'Skilled' and unskilled' are hence not the opposites of each other in sense. The former means experienced and trained in their task; the latter means roughly 'not working in control of machinery' It is true that every new employee must at one time be untrained and therefore, 'unskilled' in one sense. but if he is taken on in 'skilled' job he comes under thehead 'skilled labour'. No one employed as spinner.weaver, fitter etc. is 'unskilled', however, untrained or inexpert he may be. No cooly however skilled in his particular task is 'skilled".

There are presumably very few unskilled labourers in a mill. Patawalas, sweepers, coolies are probably the only ones. Onn the other hand there must be many employed by the railway companies, municipal departments andcontrac-

The definition and instructions have been very carefully thought out to make clear what is meant by unskilled labour and if closely studied, they do so as well as any form of words can and there is no need to modify them. The only difficulty arises if, in the peculiar circumstances of Ahmedabad cooly labour is drawing more than Rs. 100/-.

2. The accompaniments to your letter under reply are returned herewith."

It was observed that in this connection 'wage' should be taken to mean 'basic Wage' unlikely that any of the Ahmedabad unskilled labour draws a basic wage approaching Rs. 100.

J. V. Mazumdar.

Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
2nd December 1944.

(Draft) Minutes of the Sixth Meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 8th December 1944.

- - - - - - -

Chairman - Sir Charles Bristow, C.I.E., I.C.S.,
Adviser (Home) to H.E. the Governor.

Members - G. B. Constantine, Esq., I. C. S.,
Commissioner of Labour.

W. H. E. Garrod, Esq., I. S. E.,
Chief Engineer and Secretary to Governmen
P. W. D.

D. R. Pradhan, Esq., I. C. S.,
Chairman, National Service Labour Tribunal, Bombay.

Col.K. A. Gosnell,
A.Q.M.G., 100 L. of C. Area.

Col.A.E.Armitage,
Deputy Chief Engineer, 108 L. of C. Area.

Lt.Col. G. C. Marsh,
A. Q. M. G., 108 L. C. Area.

Major K. A. Fearnside-Speed,
D.A.D.P. & L. 108 L. of C. Area.

Captain D. Chisholm,
Assistant Recruiting Officer, Poona, for Major A. F. Scott, Deputy Recruting Officer, Poona.

P. J. Hanly, Esq.,
Superintending Engineer, Western Circle, Central P. W. D.

A. Saldanha, Esq.,
Deputy Chief Engineer, 'Maintenance', G.I.P.Railway, Bombay.

Rao Saheb J. V. Muzumdar, B.A., Secretary.

The Director of Unskilled Labour Supply, Calcutta was represented by Mr. G. B. Constantine, Commissioner of Labour.

The following also attended the meeting :-

Lt. Col. G.W.Holland,
A.D.P. & L., H.Q. Southern Army,
(11 A.B.P.O.).

A. S. Asayekar, Esq.,,
Assistant Labour Welfare Adviser,
(Government of India).

Captain J.R.P. Ottley,
110 L. of C. Area.

K. D. Billimoria, Esq., B.Sc.,
District Superintendent of Police, Thana,
(by invitation).

The following were not present :-

Lt. Col. A. Jardine,
A.Q.M.G., 167 L. of C. Sub-Area.

(Draft) Minutes of the Sixth Meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 8th December 1944.

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W. H. E. Garrod, Esq., I. S. E., Chief Engineer and Secretary to Governmen P. W. D.

D. R. Pradhan, Esq., I. C. S., Chairman, National Service Labour Tribunal, Bombay.

Col.K. A. Gosnell, A.Q.M.G., 100 L. of C. Area.

Col.A.E.Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt.Col. G. C. Marsh, A. Q. M. G., 108 L. C. Area.

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Captain D. Chisholm, Assistant Recruiting Officer, Poo_, for Major A. F. Scott, Deputy Recruting Officer, Poona.

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The following were not present :-

Lt. Col. A. Jardine, A.Q.M.G., 167 L. of C. Sub-Area.

[illegible]

B. M. Billimoria, Esq.,
President, Western India Builders' Association,
Poona.

S. C. Joshi, Esq., M.A.LL.B., M.L.C. (Bom.),
Representative of Bombay Provincial Trade
Uniton Congress.

Miss. Maniben Kara,
Representative of the Provincial Committee of
the Indian Federation of Labour.

2. (Agenda Item No.1).

Confirmation of the minutes of the P.L.S.C.meeting held on 26th October 1944.

As no modifications or suggestions were received from any of the members in respect of the draft minutes referred to above, they were confirmed.

3. (Agenda Item No.2.)

Minutes of meetings of the Executive Sub-Committee of the P.L.S.C. held on the 10th & 24th November 1944.

Copies of the minutes were attached to the Agenda for the information of members of the P.L.S.C. The Chairman particularly drew their attention to the following points :-

(a) Para 4(b) of the minutes of the meeting held on 10th November 1944:-Some of the scales of pay specified in the Government Resolution quoted therein, having been taken from the instructions accompanying Government of India, Department of Labour, letter No.:.R.91, dated 10th April 1944, which is inapplicable to the staff of the New Depoot at Thana, (as pointed out by Major Fearnside-Speed) a reference has been addressed to the Government of Bombay to correct the scales so as to conform to the scales laid down in Government of India, Department of Labour, PCLU Cir. No.13, dated 14th September 1944 and the Scheme of P.E.L.Units forwarded with that Government PCLU Cir. No. 15 (H.S.), dated 15th September 1944.

(b) Para 6 of the minutes of the meeting held on 24th November 1944:- The cash allowance of annas -/15/- per head per day for feeding the recruits when unavoidably detained at the recruiting centres, was approved subject to the condition that the

detention should be as short as possible and should not exceed 4 days. The sanction of Government has been applied for but the expenditure is allowed to be incurred if necessary in anticipation of such sanction.

Col. Gosnell then raised a point for consideration (in connection with the latter half of para 3 of the minutes of the Executive Sub-Committee's meeting held on 24th November 1944 - regarding desertion of men after signing of contract - as to whether anything could be done to prevent desertion. It was agreed that, the imposition of any penalty being impracticable, the best way was to improve the cooking arrangements at the Depot and to provide 'good food' and other amenities so as to make the Depot attractive. (Please see para 23 below).

The minutes of both the meetings of the Executive Sub-Committee were then confirmed.

4. (Agenda Item No.3).

Wages to be paid to the labour while at the Labour Supply Depot, Thana.

Government of India, Department of Labour, letter No.L-HP 1/533, dated 28th November 1944 as under :-

"I am directed to refer to para 5(iii) of the minutes of the 5th meeting of the P.L.S.C. held on 26th October 1944 stating the decision that labour while at the Depot should be paid at the rate of -/12/- per head per day. In this connection, I am to state that labour recruited for P.C.L.Units from other depots are usually paid at the rate of -/8/- per head per day with free rations while at the Depot, prior to despatch to the Collecting Centre. In this connection your attention is invited to paras I(B) and III(X) of the "Instructions for Recruitment and Employment of Imported Civil Labour, which formed an enclosure to this Department letter No.LR 91, dated 10th April 1944, I am to suggest that it may be considered whether it would be feasible to pay the labour at a lower rate, with the provision of food on a communal basis, for labour recruited through the Thana Depot."

It was unanimously agreed that the proposal of the Government of India to reduce the rate of wages for labour from annas -/12/- to annas -/8/- would be fatal to the Scheme It was accordingly decided to explain to the Government of

India, that owing to the proxmity of the Thana Depot to the City of Bombay the rates are very high and the reduced rate proposed by the Government of India is bound to fail to attract labour.

5. (Agenda Item No.4).

Payment to personnel of P.C.L.Units (H.S.) during journey to Army Collecting Centres.

Government of India, Department of Labour, PCLU Cir. No, 31, dated 24th November 1944 :-

" Reference this Department letter No.L-MP 18/47 dated 18th July and Circular No. PCLU 15, dated 15th September 1944.

- - - - -

With a view to overcome the difficulties in the cooking of rations during transit by rail etc. the Governor General in Council accords sanction to the payment to the Provincial Civil Labour Unit personnel of annas twelve or the actual cost of ration, whichever is less, for each day or part day of journey to the Army Collecting Centre."

The orders of the Government of India were noted. In view of these orders, the cash allowance of annas -/15/- per head per day referred to under (h) in para 3 supra will require to be reduced to annas/~~x~~12/- or the actual cost of ration, whichever is less, for each day or part of day involved.

It was decided that this reduction of the cash allowance should be telegraphed to all the Assisttant Recruiting Officers for information immediately and also that they should be requested to report to the P.L.S.Committee any effect of this reduction, to enable the matter to be represented to the Government of India, if necessary.

6. (Agenda Item No.5).

Unskilled Labour requirements in respect of New Works - Orders regarding the supply of information regarding -

Government of India, Department of Labour, letter No.L-MP 5/- dated 15th November 1944 requesting the Departments and officers concerned to issue

instructions to officers under them to furnish to the P.L.S. Committee information regarding unskilled labour in respect of New Works in Form AA accompanying the Government of India letter quoted above.

The orders of the Government of India were noted. The Form AA and the instructions covering it were forwarded to all the Regional Committees with a request to apprise the employers of labour in their areas of the new orders.

It was observed that in the absence of statutory powers, already asked for from the Government of India, the enforcement of the submission of such information by employers of labour is impracticable.

7. (Agenda Item No.6).

Revised Form A for collection of Statistical information from Employers of Unskilled Labour.

Letter from the Government of India, Department of Labour, No.L-MP 5/386, dated 15th November 1944 :-

" I am directed to refer to Form 'A' appended to the annexure to this Department's letter No.L.R. 191, dated the 13th January 1944. This form has been revised by Government in the light of experience gained. A copy of the revised form is enclosed with the request that employers may be asked to furnish information in this form in future."

The orders were noted.

The present form A, revised for the second time by the Government of India, is being printed for supply to the Regional Labour Supply Committees and the remarks in the concluding portion of the preceding para, apply to this item as well.

8. (Agenda Item No.7):

Government of India Review No.VII of the position regarding unskilled labour for September 1944.

Government of India, Department of Labour, letter No.L-MP 2/910, dated 15th November 1944 forwarding a copy of the above mentioned Review.

Before being recorded, the relevant portions of the Review were read out to the Members and also the present position of the expected surplus labour at Sambre was explained (vide para 17 infra.).

(Agenda Item No. 6).

Indents for supply of labour.

Letter from Collector and Chairman, Regional Labour Supply Committee, Poona, No.R.L.D./Depot/1, dated 3rd November 1944 forwarding copy of indent of demand for supply of Unskilled Labour sent by the Chief Ordnance Officer, C.P.D., Dehu Siding to the Government Of India, Department of Labour and making remarks and the P.L.S.C. letter No.L.S.C.12-II/1428, dated 15th November 1944 to H.Q. Southern Army as under :-

" With reference to para 1 of the Government of India, Department of Labour, Memorandum No-L-MP 2/796, dated 15th September 1944, being Labour Depot Circular No.1 (Extract attached), I am directed to forward herewith copies of letter No.222/115/H.Q. dated 22nd October 1944 and the accompanying indent of demand for supply of unskilled labour, sent by the Chief Ordnance Officer, Central Provision Depot, Dehu siding, on the Government of India, Department of Labour and to state that as this is a Defence Service Demand, the Chief Ordnance Officer should have submitted the indent through you for assigning the degree of priority to it. This may kindly be done now and an intimation regarding the depot which will despatch the labour, given to this Committee and also to the Chief Ordnance Officer.

2. The First Unit of the Bombay Civil Labour Units (Home Service) is in the process of being raised in the Labour Supply Depot setup near Thana and it will be some time before such demands for the supply of labour could be met from that Unit.

The H.Q. Southern Army have since reported that the Chief Ordnance Officer is being instructed in the matter of correct procedure for indenting for labour which has been published in Southern Army Orders and has added that the incorrect method employed in this particular case is regretted.

The correspondence was read and recorded.

10-v.....

10. (Agenda Item No.9).

Rates of pay for Medical Officers.

Government of India. Department of Labour. letter No.L-MP 2/907, dated 11th November 1944 stating, (with reference to para III of the Instructions for Recruitment and Employment in India of "Imported" Civil Labour) that the rates of pay for the Medical Officers have been revised as under :-

" Medical Officers	Graduates including higher Licentiates.	Rs.350-25-500
Medical Officers	Licentiates	Rs.160-10-250."

The orders of the Government of India were noted. It was observed that these scales of pay are for full-time officers only. It was also accepted as a matter of policy that appointments of Medical Officers should always be inter changeable whenever required as between the Depot and the Units. No one should be appointed solely for the Depot, as, such a commitment might create difficulties to fill vacancies on the Unit staff.

11. (Agenda Item No.10).

Returns of Unskilled Labour.

Government of India, Department of Labour, Memorandum No.L-MP 5/385, dated 15th November 1944 forwarding copies of the und ermentioned forms and making certain remarks:-

Form C (Revised) -	Weekly progress report (in respect of works for which demand is outstanding). To be submitted by the Depot Superintendent Labour Supply Depot, Thana.
Form D -	Monthly Report showing the works to which workers have been supplied by the Depot. To be submitted by the Depot Superintendent, Labour Supply Depot, Thana, so as to reach the Government of India by t 7th of the month following t under report.

The memorandum from the Government of India ha been addressed direct to all Depots including the one at Thana. The orders were noted.

12..

12. (Agenda Item No.11).

Issue of second blanket for cold weather to all labour other than P.C.L.Units.

Government of India, Department of Labour, letter No.L-MP 5/441, dated 4th November 1944 sanctioning the issue of a second blanket for cold weather to all labour recruited other than for P.C.L.Units.

These orders apply to all labour recruited other than for P.C.L.Units, and Col. Holland explained that these additional blankets will be given by the Army Centres.

During the discussion on this subject, it was decided that a report should be submitted to the Recruiting Officer, Poona, about the weekly intake of labour at the Labour Supply Depot at Thana,

(a) from the various recruiting centres
and

(b) from other sources.

The Depot Superintendent, Labour Supply Depot, Thana, should be instructed accordingly.

13. (Agenda Item No.12)

Gang Leaders' charge pay.

Government of India, Department of Labour, Memorandum PCLU Cir. No.28, dated 30th October 1944, communicating inter alia the following amendment to para 2(b) of Appendix A to their PCLU Cir. No. 15(H.S.), dated 15th September 1944 :-

" GANG LEADERS :-Pay as for labourers plus Rs. 7/8 a month charge pay. Gang leaders will initially be appointed by the labour Supply Depot. They will however, not become eligible for gang leader's charge pay until the date of arrival in the Army Collecting Centre. A Gang leader may be reverted to ordinary labouerer at any time by order of Unit Commander ."

The orders of the Government of India were noted.

14. (Agenda Item No.13).

Composition of Provincial Labour Supply Committee.

D.O. letter from the Director, Unskilled Labour Supply, Calcutta, No.USL/4459, dated 13th October 1944

nominating the Commissioner of Labour, Bombay, to represent him on the P.L.S.C., Bombay.

The intimation from the Director, Unskilled Labour Supply, Calcutta, was read and recorded.

15. (Agenda Item No.14).

Provincial Civil Labour Units for India.

Government of India, Department of Labour, endorsements Nos. L-MP 18/672, and L-MP 18/890, dated 25th October 1944 and 15th November 1944 respectively forwarding copies of the directions issued by the Q.M.G. in India to H.Q. Southern Army in connection with the raising of P.C.L.Units.

The orders of the Government of India placed on the table for information of members, were noted. Copies of the same have been forwarded to the Depot Superintendent, Labour Supply Depot, Thana, for information.

16. (Agenda Item No .15).

Imported Civil Labour - Medical standards of -

Memorandum from the Government of India, Department of Labour, No-L-MP 7/295, dated 25th October 1944 to the Superintendents, Labour Supply Depots, Gorakhpur, Chapra and Peddapuram-

" Reports have been received in this Department that some labour supplied by Depots has been of a very poor medical standard and that men suffering from emaciation, venereal diseases, leprosy, chronic enlargement of the spleen or liver, infectious diseases, etc. have been sent.

2. It is therefore impressed, upon officers in charge of Depots that before labour is despatched, a strict medical examination should be made.

3. The following medical standards are prescribed:

Labourers should be
(a) between 18 and 45 years.
(b) capable of a hard days work.
(c) should possess
  (i) average physical development.
  (ii) well formed chest and healthy lungs.
  (iii) well formed and fully developed limbs.
  (iv) should have no congenital malformation or defects such as would interfere with capacity for labour.
(d) grounds for rejection are -
  (i) any indication of tubercular disease.
  (ii) constitutional syphilis or other active veneral disease.
  (iii) valvular or other disease of the heart.
  (iv) chronic enlargement of the spleen or liver.

4. Officers in charge of depots are also requested to ensure that no subsxitution takes place en route after medical examination. It is hoped that the medical standards prescribed above will be observed in future and that there will be no cause for complaint."

The following letter from the Depot Superintendent, Labour Supply Depot, Thana, No.L.S.D.74, dated 5th December 1944 was also read for information of members :-

" I have the honour to inform you that two batches of recruits one of 6 from Rajkot and the other of 5 from Ahmedabad arrived at the Depot on the 2nd and the 4th instant respectively. Of the former 3 and of the latter 4 were medically unfit, no less than 6 of the 7 on account of V. D.

Obviously, these men were not examined by a Medical Officer before departure. These 7 men had to be sent back to their home stations (Rajkot and Ahmedabad) at a a cost of Rs. 61-11-0. Had the Recruiting authorities done their duty, this expense and their fares etc., to Thana would have been saved. It is essential that recruits when not up to Army Standard should be otherwise medically fit before they are sent on to a Civilian Labour Depot and I request you kindly to take suitable action in this matter to prevent a recurrence of this nature."

The Assistant Recruiting Officer, Poona (Captain D.Chisholm) explained that a new filter scheme has been started since the 7th instant whereunder the recruits are first seen and selected by the Assistant Recruiting Officer at the village; thereafter, they are carefully examined by a Medical Officer at the Recruiting Centres. The Assistant Recruiting Officer, expressed a hope that this system would improve the situation.

At this stage Col.Gosnell raised a point for consideration whether recruits with V.D. should not be treated, cured and then taken on, instead of throwing them away. Of course an 'incurable' should be rejected but not one who is curable. He could be sent to the Civil Hospital and treated. Such regulations exist in the Army. Col. Gosnell enquired whether a similar method could not

be introduced for labourers, for whom a slightly lower standard than that for the Army would be sufficient.

It was considered that the standard laid down by the Government of India was rather severe and that a slightly lower one would meet the requirements of labour Units. But it was decided that the Government of India orders should be adhered to. At the same time, the Medical Officer at the Depot should be directed to note that recruits suffering from diseases which are curable, should not be rejected straight-away, but should be treated either by the Medical Officer at the Depot or sent to the Civil Hospital, Thana. Instructions to this effect should be issued to the Civil Surgeon, Thana through the Surgeon General with the Government of Bombay.

17. (Agenda Item No.16).

Minutes of the meetings of

Regional Labour Supply Committee, Bombay City, held onn 4-10-1944.

Regional Labour Supply Committee, Poona, held on 19-11-1944.

Regional Labour Supply Committee, Belgaum, held on 20-11-1944.

As regards the expected surplus of labour at Sambre, the following extract from the Belgaum Regional Committee's minutes was read:-

" The Labour strength at Sambre has fallen to 200 now, due to the harvest, and that it was being collected daily with great difficulty in lorries from places 20 miles distant. The workers at Sambre were unwilling to join the depot at present. They would consider this after the harvesting season was over. The Committee decided that the Provincial Committee should be informed of this and that no further action is possible at least till the harvesting season is over. "

It was decided to explain this position in the next P.L.S.C. Review of Labour Supply Position to be submitted to the Government of India.

18. (Agenda Item 17).

Minutes of themeeting of the Regional Labour Supply Committee, Nasik, held on 23rd November 1944.

The Regional Labour Supply Committee has recommended

that one Unit of the B.C.L.Units (H.S.) should be started as an experimental measure at Deolali as it would be useful for M.E.S. & H.E.S.

The Government of India orders are that no depot is to be opened without their previous sanction. The proper disposal of the labour set free at Bhusawal is either to send it to the Thana Depot or for the contractors to take it to Deolali.

2. The Regional Labour Supply Committee have also reported that there was no excess of Unskilled Labour in September 1944, but that the Assistant Garrison Engineer, Bhusawal states that surplus labour to the extent of 4400 ~~xx~~ is expected ~~xto~~ be set free by the middle of December 1944, when the works at Bhusawal will probably be completed. The figures of demand for October are 3710 & 54562.

It was not clear how there can be any net surplus, as the labour at Bhusawal will go back to their villages on completion of the works or join the Burma Shell works which are still in progress there. But if any is suitable for labour Units the Regional Labour Supply Committee may be directed to send it to Thana.

19. (Agenda Item No.18).

Statistics in Form A.

The consolidated statement of statistics prepared from the figures received from the various Regional Labour Supply Committees, was read out but it was observed that the figures were of very little value as they were not comprehensive, in the absence of statutory powers to enforce regular submission of Form A by Employers of Labour. ~~xxxxxx xx xxxxxxx xxxxxxxxxxxxxxxx xx xxxxx~~

20. (Agenda Item No.19).

The following dates were fixed for the next meetings of the Executive Sub-Committee of the P.L.S.C. and of the Provincial Labour Supply Committee :-

Friday the 22nd December 1944 at 12 (Noon) in the Secretariat, Bombay.	The Executive Sub-Committee of the P.L.S.C.
Friday the 2nd February 1945 at 12 Noon in the Secretariat, Bombay.	The Provincial Labour Supply Committee.

Standardization of Wage-rates.

21. At this stage reference was made to the Government of India, Department of Labour, letter No.L-IP 2-858, dated 27th October 1944 giving the lines on which standard rates for Unskilled labour should be fixed and also the reasons necessitating such standardization.

It was decided that the Regional Labour Supply Committees should be asked to hurry up and submit to the P.L.S.Committee by the 15th January 1945 their considered proposals for laying down standard rates for wages in their respective areas and that a directive letter should be addressed to these committees drawing special attention to the following factors :-

(a) That the Minimum Standards of Conditions of Service approved by the P.L.S.C. should be kept in view as a necessary complement of the basic wage (which should not normally be in excess of the pre-War wages prevailing in the locality.)

(b) that the immediate scope for standardization will (as observed by the Government of India in para 2 of their letter quoted above) be found in dealing with casual labour in Government undertakings and with newly recruited labour in all undertakings, though for some time to come, only the maxima for wage rates will be of importance.

(c) that the maximum wage rates based on the Minimum Standards of Conditions of Service as stated in (b) above, should be arrived at by striking a mean between the various wage rates prevailing at present at the same place.

(d) that once such maxima are fixed, it will be upto the Regional Labour Supply Committees to enforce or implement them and put a stop to the competition prevailing in various labour centres, Government or otherwise.

In regard to (a) above, the Poona Regional Committee's decision fixing the basic wage (viz. male, annas -/12/-, female, annas -/8/- and adolescent, annas -/8/-) was cited as an example and it was observed that these wages were average basic wages, whereas it is necessary to lay down maximum wages. Once such maximum wage rates are fixed, an experiment can be made to enforce

enforce them in a compact area such as that of the Kalyan Regional Labour Supply Committee where the works are concentrated and employing agencies comparatively few.

22. (Extra Item No.1).

Protection against Disease.
Vaccination of staff of the Labour SupplyDepot and the personnel of the Bombay Civil Labour Unit (Home Service).

Letter from the Director, Unskilled Labour Supply, No.USL/4335, dated 29-11-44 to the Superintendents of Labour Depots:-

" Depot Superintendents are reminded that it is the responsibility of the Labour Supply Depot to ensure that all men are vaccinated as soon as possibleafter recruitment, while inoculation against cholera and T.A.B. will normally be carried out at the Collecting Centre.

If facilities exist for inoculation against cholera to be carried out at the Recruiting Depot, there is no objection to this being done, but a certificate of protection must accompany every draft sent to the Collecting Centre."

The letter was read and recorded. It has been addressed direct, among others, to the Depot Superintendent, Labour Supply Depot, Thana, Instructions were, however, already issued to that officer for the immediate vaccination of the staff of the Depot as well as the personnel recruited for the B.C.L.Units(Home Service).

23. (Extra Item No.2).

Cooking arrangements -
Provincial Civil Labour Units (Home Service).

Government of India, Department of Labour, Circular No. 32, dated 1st December 1944:-

" It is essential that good health of the Labour Units should be maintained and maximum output of work obtained. It is therefore requested that the authorities responsible forthelocal administration of Civil Labour Units should see that the rations given to them should be well cooked in the manner the men like and served in a palatable condition. It has been reported that the standard of cooking is not satisfactory. This is presumably due to the fact that the men employed as

cooks are ordinary labourers and they are not acquainted with cooking for any large numbers.

In order, therefore, that full value accrues to the men of the good rations provided by the Army, it is requested that the authorised number of cooks per unit i. e. 2 labourers per 50 men for cook house duties, should as far as practicable be recruited from men who have previously worked as cooks in Indian restaurants and hotels. Labour Supply Depots should also pay special attention to the fact that cooks know and learn their job,"

It was decided that the letter should be forwarded to the Depot Superintendent for information and guidance.

It was, however, realised that is is impossible to secure trained cooks on the ordinary wages of annas -/12/- per day plus Rs. 7/8 per month. As good food is of prime importance to the success of the Depot organization, it was decided that efforts should be made to secure immediately good cooks on a higher rate. For this purpose, it was decided to appoint two professional cooks trained in restaurants and hotels on Rs.45/- per month each, plus free food for the Depot (one vegetarian and one non-vegetariah) and the District Superintendent of Police, Thana (Mr.K.D.Billimoria, who attended the meeting by invitation) was requested to secure these men. It was further decided that the condition of living in the Depot premises need not be enforced in the case of these trained cooks.

The necessity for these appointments should be explained to the Government of India and their approval obtained to the arrangement made.

24. (Extra Item No.3).

Notice from Chairman of the Sub-Committee for the Subsidiary Depot at Dehu Road fixing a meeting of the Sub-Committee at Kanshet at 2 P.M. on 15th December 1944.

The notice was read. In this connection Major Fearnside-Speed, however, pointed out that at a recent military conference held at Dehu Road it was agreed that there was a great shortage of labour in the Ordnance Depot, Dehu, and it wasnot desirable to recruit labour for the Civil Labour Units

(Home Service) for Dehu. In view of this, it was decided that it would not be advisable to set up the proposed Subsidiary Depot and that the project should be shelved for the present. The Collector and Chairman, of the Sub-Committee should be apprised of this decision immediately.

25. (Extra Item No.4).

Elucidation of 'Basic Pay' & 'Charge Pay'.

Letter from the Depot Superintendent, Labour Supply Depot, Thana, No.L.S.D.53, dated 1st December 1944:-

"CI have the honour to invite attention to Appendix "A" of Government of India (Department of Labour) P.C.L.U. Circular No. 15 (Home Service) dated 15th September 1944 and in particular to para 2(a) thereof and to state that the para as it stands is to my mind ambiguous and requires elucidation. "Basic Pay" is to be considered as 80% of the rate of pay and the balance 20% as "Charge Pay". Basic pay only is to be paid from the date of recruitment until such time as a man is posted for duty to a unit/sub unit actually being formed, or otherwise fully employed under orders of O.C. Unit or Labour Supply Depot.

In my opinion these new being recruited at the Supply Depot are for the Units actually being formed and pending recruitment of the full complement, they are being fully employed at the Depot, although not actually receiving a training. It would thus appear that on this analogy these personnel are entitled to full pay.

In this connection kindly see your No,L.S.C 32, dated 14th November 1944 regarding Mr.R.V.Warerkar's appointment as 2nd-in-Command which clearly states that he will receive 80% of his pay while undergoing training.

To clarify matters a rulling on this point is solicited immediately to enable the correct preparation of salary bills."

It was decided that the personnel of the Depot will draw full pay as soon as appointed; while the personnel appointed for the Unit will draw their full pay as soon as they are posted to the Unit (i.e. after being passed medically fit and signing the agreement and being sent to the company

under formation). The Units will be considered to have been formed as soon as the supervisory personnel return from the training.

26. (Extra Item 5).

(I). Rations, free, for the staff of the Labour Supply Depot, Thana.

Government of India, Department of Labour, letter No.L.MP 1/538, dated 30th November 1944:-

" I am directed to refer to para 5(ii) of the minutes of the Fifth meeting of the Provincial Labour Supply Committee, Bombay, held on the 26th October 1944, in which it is stated that the Labour Supply Depot Sub-Committee decided that free rations should also be given to all the staff of the labour Supply Depot along with the labour unit. I am to point out that only the personnel of the Labour Unit proper is entitled to this and the Labour Supply Depot staff are not enbitled to free rations."

The letter from the Government of India was discussed and it was agreed that it would be invidious and difficult to make a distinction between the personnel of the Depot and Unit so far as free rations are concerned especially when they live together. Moreover, the Depot staff has been actually appointed on the distinct understanding that free rations would be given and its withdrawal now, would create discontent resulting in complications. It was accordingly decided that this position should be explained to the Government of India in the light of (II) of this item, below.

(II) Dearness Allowance to the staff sanctioned for the Labour Supply Depot, Thana.

After discussion on the above question, the Committee decided that -

(a) the Supervisors and Assistant Supervisors as well as the Assistant Depot Superintendent and the full-time Medical Officer, must reside on the Depot premises.

(b) As regards the remaining Depot staff, it should be left to the discretion of the Depot Superintendent to decide whether any of them should be required to reside at the Depot in the quarters provided for them.

(c) Those getting free rations should not be held eligible for the Dearness Allowance.

(d)....

(d) (i) Those required to stay at the Depot will be given free rations but not Dearness Allowance.

(ii) Those not staying at the Depot will be eligible for Dearness Allowance but not for free rations.

The above decisions should be communicated to the Government of India and their concurrence requested.

27. The Chairman announced that in order to get through the various initial difficulties in the way of the expeditious functioning of the Depot, he had appointed the District Superintendent of Police, Thana (Mr.K.D.Billimoria, B.Sc.,I.P.) to act as a Liaison Officer, in addition to his own duties for a period of 2 months to relieve the Secretary of outdoor work.

The sanction of the Government of India has been applied forthis post.

J. V. Muzumdar.

Secretary,

Provincial Labour Supply Committee,

Bombay.

Bombay,

12th December 1944.

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Abbrev: Address.
'PLABSUPCOM'

No.L.S.C.3.
Office of the Secretary, Provincial Labour Supply Committee, First Floor, (North Wing), Secexretariat, Bombay. 13th December 1944.

From

Rao Saheb J.V.Muzumdar, B. A.,

Secretary, Provincial Labour Supply Committee,

Bombay.

To

W. H. E. Garrod, Esq., I. S. E.,

Chief Engineer and Secretary to Govt., P. W. D.

Bombay.

Sir,

I am directed to forward herewith a copy of the dfaft minutes of the meeting of the Provincial Labour Supply Committee, Bombay, held on the 8th Dec. 1944 and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 20th instant. Your concurrence in the minutes will be presumed if no reply is received on or before that date.

2. The minutes will as usual be put up for formal confirmation at the next meeting of the Committee to be held in Bombay at 12 Noon on Friday the 2nd February 1945.

Your obedient servant,

J. V. Muzumdar.

Secretary,

Provincial Labour Supply Committee,

Bombay.

Copy, with a copy of the draftminutes referred to, forwarded for information to the Political and Services Department.